

Cloudesley Trustees and Committee Members' diversity, equity and inclusion audit 2024

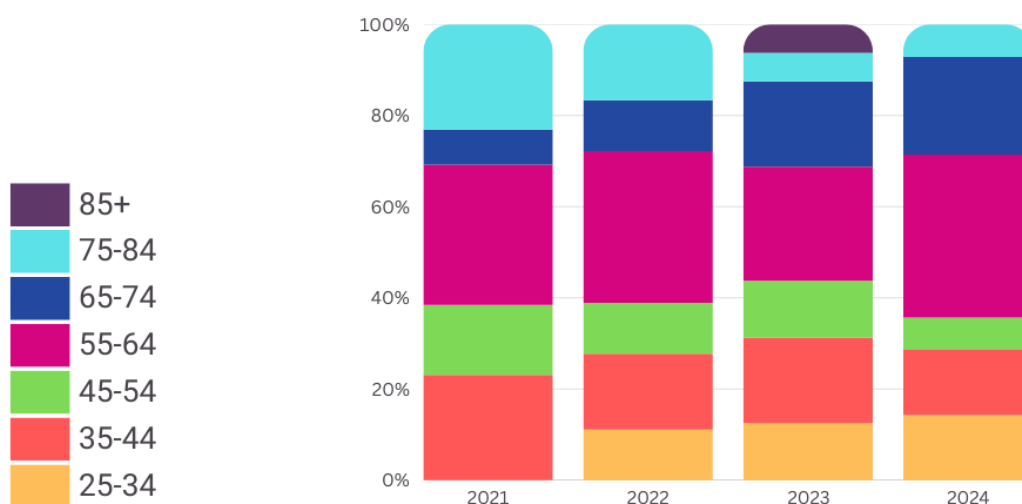
Background

Cloudesley is committed to valuing diversity, promoting equity and equal access, and ensuring inclusion in all it does. We recognise that we need to do more but are strongly committed to combatting racism, discrimination and inequality and ensuring that we work in order to achieve this. We seek to develop and retain a Board that reflects the Islington community within which we work. We will identify and take positive steps to remove any barriers to participation and recruitment of people who are currently underrepresented as Trustees and Committee Members.

In 2024, 14 out of 16 Cloudesley Trustees and Committee Members completed the annual DEI audit survey. The audit questions asked people to self-identify against a range of questions and this report summarises the responses.

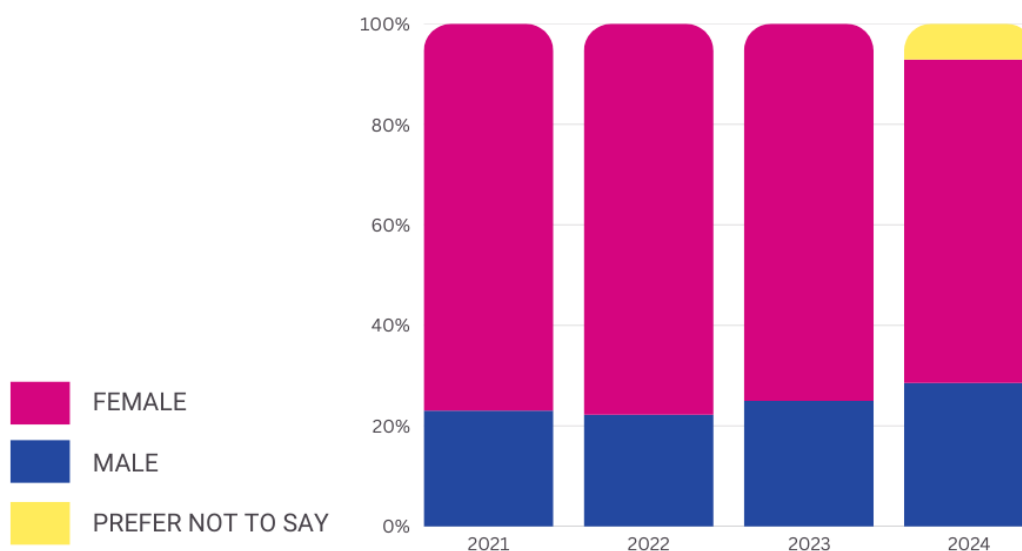
Age

- Of the 14 respondents, 5 (36%) are aged 55-64 and 2 (14%) are under 35.
- This was also the largest age group last year, when 25% were aged 55-64.
- The 25-29 age group is the largest in Islington, followed by the 30-34 age group.
- The Young Trustees Movement estimate less than 3% of charity trustees are under 30.



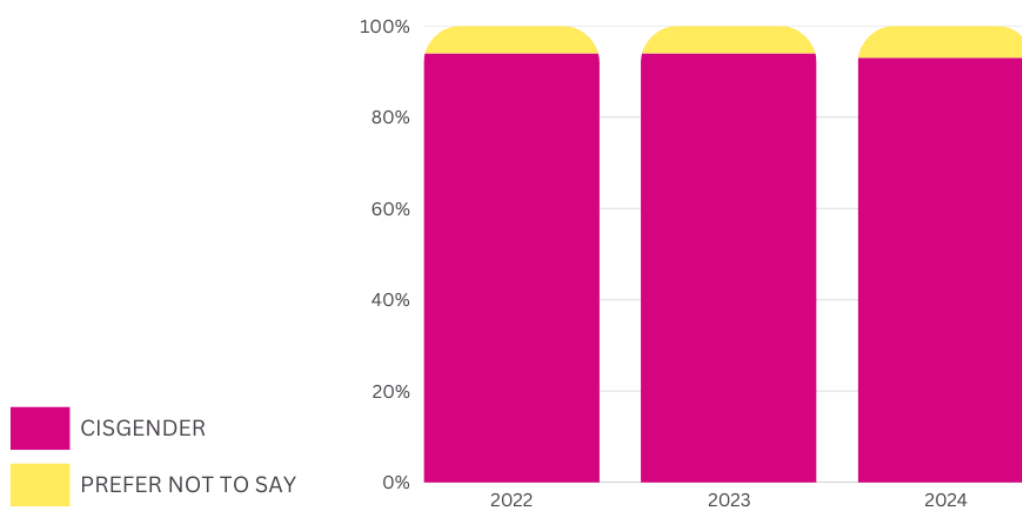
Gender

- Of the 14 respondents, 9 (64%) are women.
- This is less than last year, when 75% were women.
- The proportion of men is slightly higher than the proportion of women in the borough: 127,000 men and 120,000 women.
- The Inclusive Governance Report found that 13% of charity boards have gender parity. The Charity Commission found that 64% of Trustees are men.



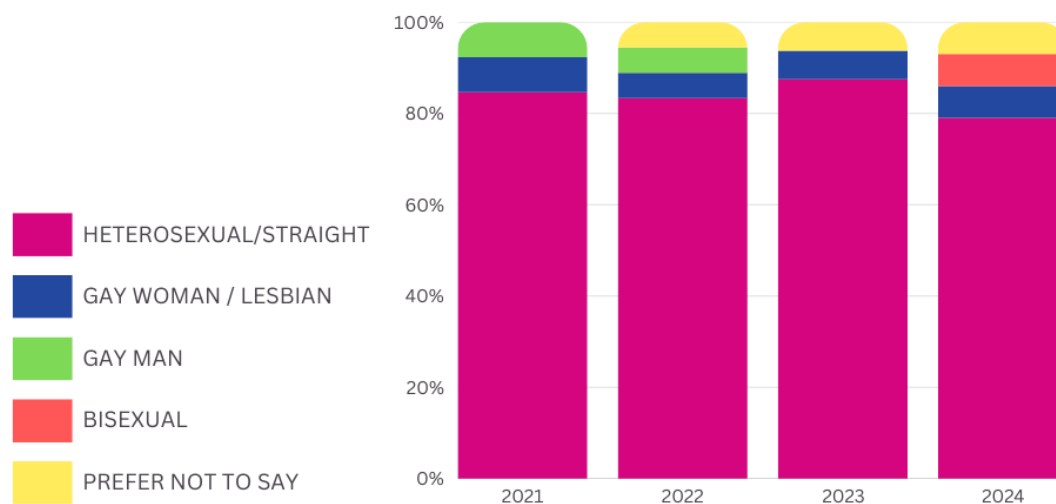
Gender identity

- Of the 14 respondents, 15 (93%) are cisgender, with one respondent preferring not to say.
- This is a similar proportion as last year (94%).
- It is estimated that less than 1% of the UK population is trans or nonbinary.



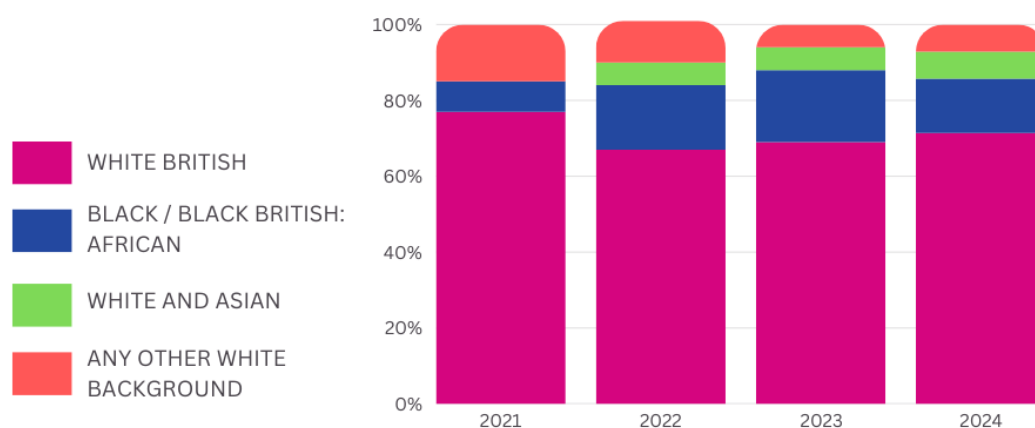
Sexual orientation

- Of the 14 respondents, 11 (79%) are heterosexual or straight.
- This is less than last year, when 88% were heterosexual or straight.
- An estimated 3.3% of the UK population aged 16 years and over identify as lesbian, gay or bisexual.



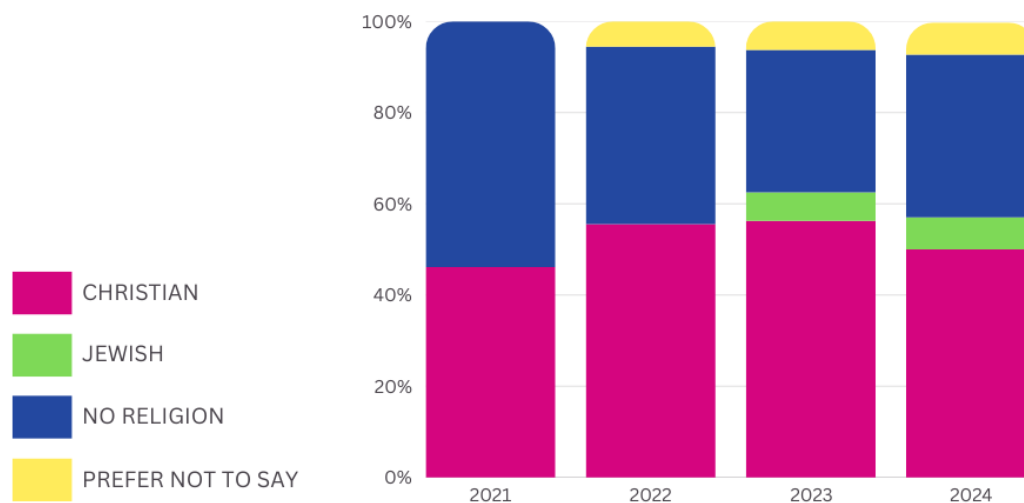
Ethnicity

- Of the 14 respondents, 10 (71%) are White British
- This is similar to last year, when 69% were White British.
- 43% of Islington residents are estimated to be “White British/Irish”.
- The Inclusive Governance Report found that 29% of charities have all white boards.



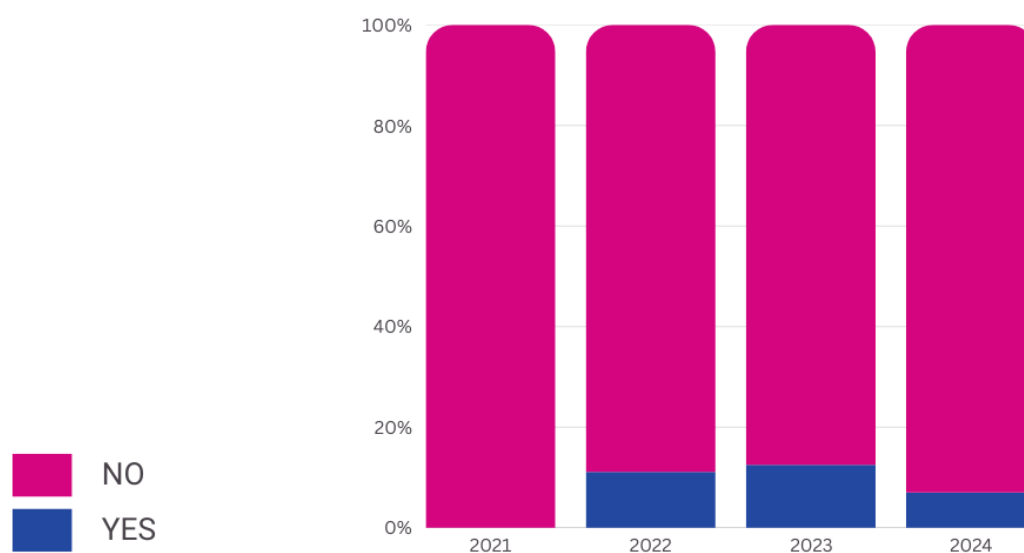
Religion

- Of the 14 respondents, 7 (50%) are Christian.
- This is a similar proportion as last year, when 56% were Christian.
- 59% of Islington's population report a religious affiliation.



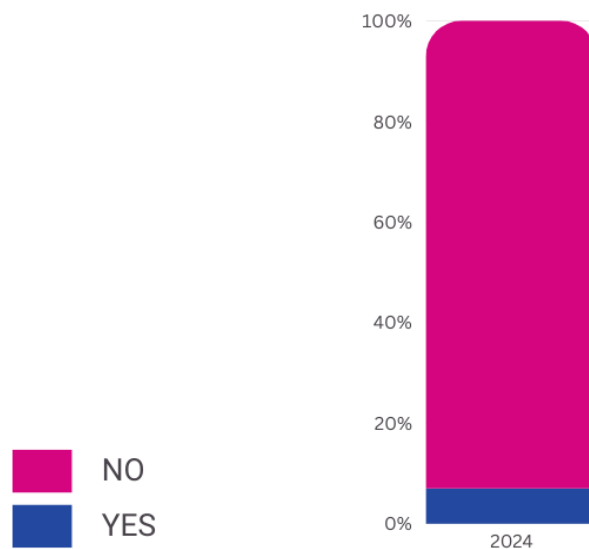
Disability

- Of the 14 respondents, 1 (7%) has a disability.
- This is less than last year, when 13% had a disability.
- The estimated number of Islington residents with a disability is 14%.



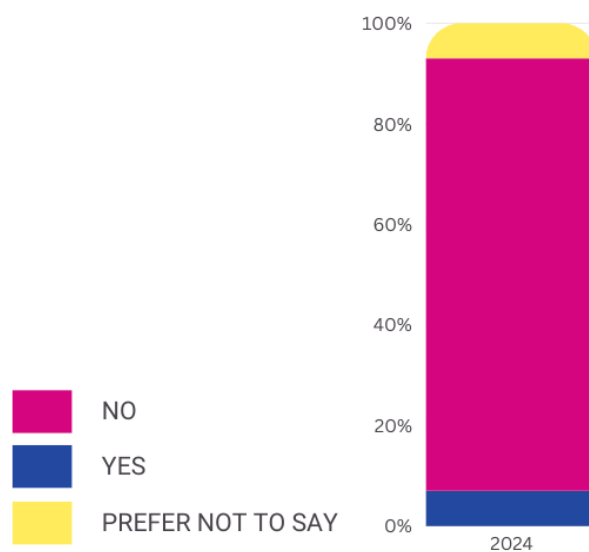
Neurodiversity

- Of the 14 respondents, 1 (7%) is neurodivergent.
- This is the first year data on neurodivergence has been collected.
- It is estimated that 1 in 7 people are neurodivergent.



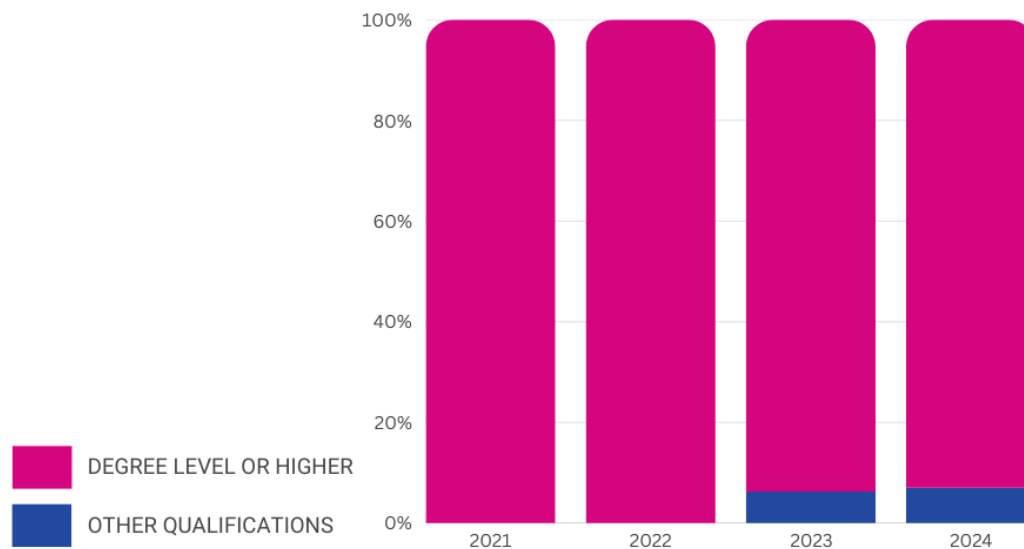
Long-term health conditions

- Of the 14 respondents, 1 (7%) has a long-term health condition.
- This is the first year data on long-term health conditions has been collected.
- Almost half of the UK population report having a long-standing health problem.



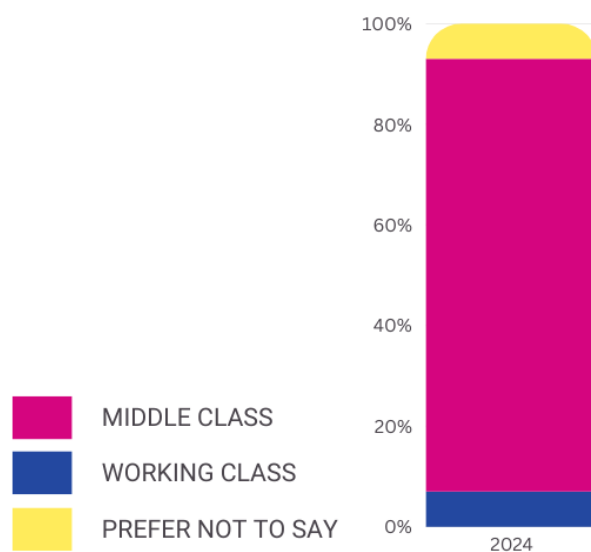
Education

- Of the 14 respondents, 13 (93%) are educated to degree-level or higher.
- This is similar to last year, when 94% were educated to degree-level or higher.
- The Higher Education entry percentage by age 25 in 2021/22 was 49%.



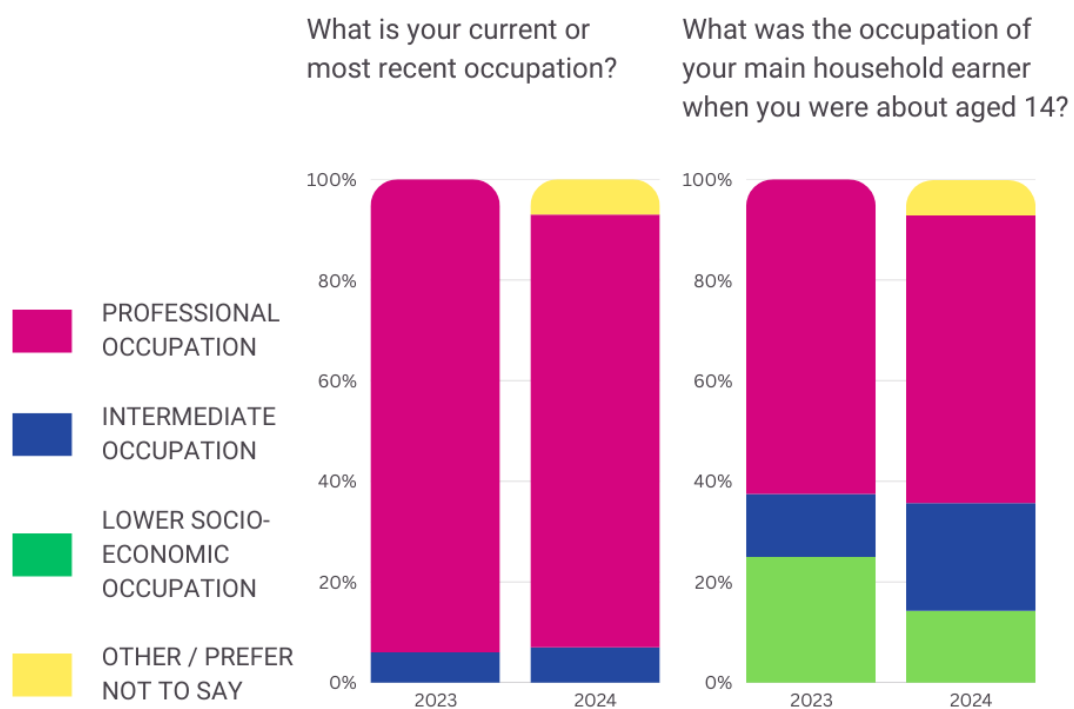
Social class

- Of the 14 respondents, 12 (86%) describe themselves as middle class.
- This is the first year data on social class has been collected.
- Around half of the UK public consider themselves to be working class, 36% middle class and 0% upper class. The remainder do not consider themselves to be any of these classes, or don't know.



Socio-economic background

- Of the 14 respondents, 10 (71%) were in professional occupations and the parents of 8 (57%) were in professional occupations.
- Last year 94% were in professional occupations, and the parents of 63% were in professional occupations.
- The following national benchmarks for the entire workforce for parental occupation at age 14 were calculated by the Social Mobility Commission: 37% professional, 24% intermediate, 39% lower socio-economic group.



Sources

- [State of Equalities in Islington Report 2023](#)
- [Young Trustees Movement](#)
- [Charities Inclusive Governance Report 2022](#)
- [Office for National Statistics: Census 2021](#)
- [Stonewall: Attraction, identity and connection in great britain in 2022](#)
- [NHS Health Education England: neurodiversity](#)
- [Participation measures in higher education: academic year 2021/22](#)
- [Social Mobility Barometer 2021](#)
- [Social Mobility Commission: toolkit 2021](#)