

Cloudesley Trustees and Committee Members' Diversity, Equity and Inclusion audit 2025

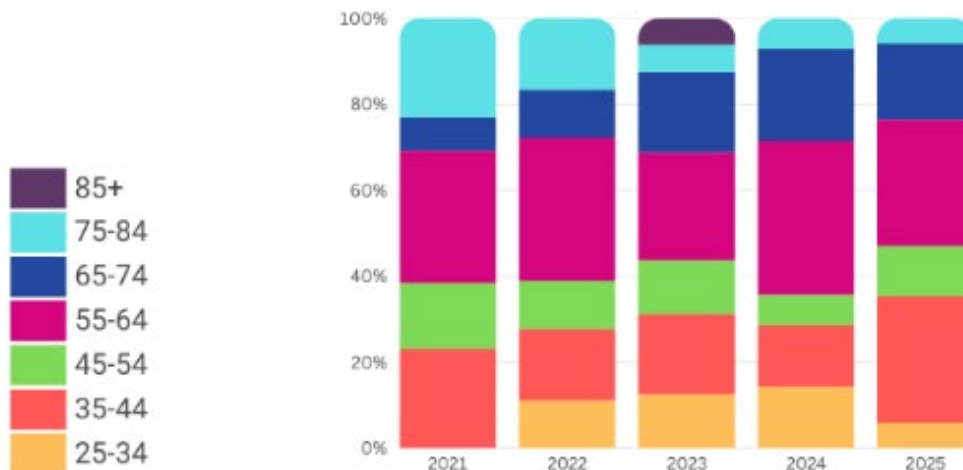
Background

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 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 2025, all 17 of 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. It is also worth noting that the 2024 audit had 14/16 responses, whereas this year there was a full response rate.

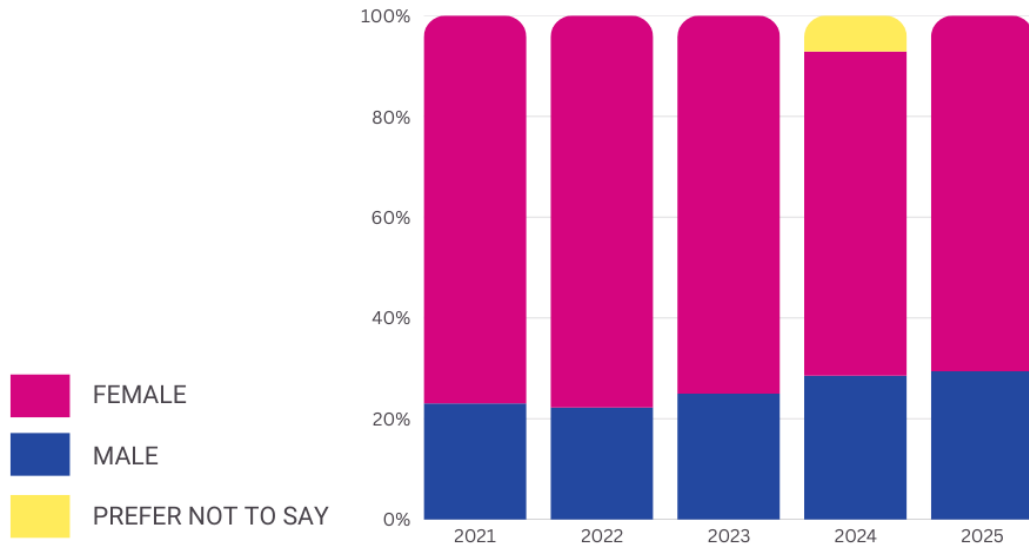
Age

- Out of the 17 respondents, 5 (29%) are aged 55-64 and 5 (29%) are aged 35-44.
- This compares to 2024 when 14% of respondents were aged 35-44.
- The 25-29 age group is the largest in Islington, followed by the 30-34 age group.
- The Young Trustees Movement estimates less than 3% of charity trustees are under 30 with over two-thirds of trustees being over 50.



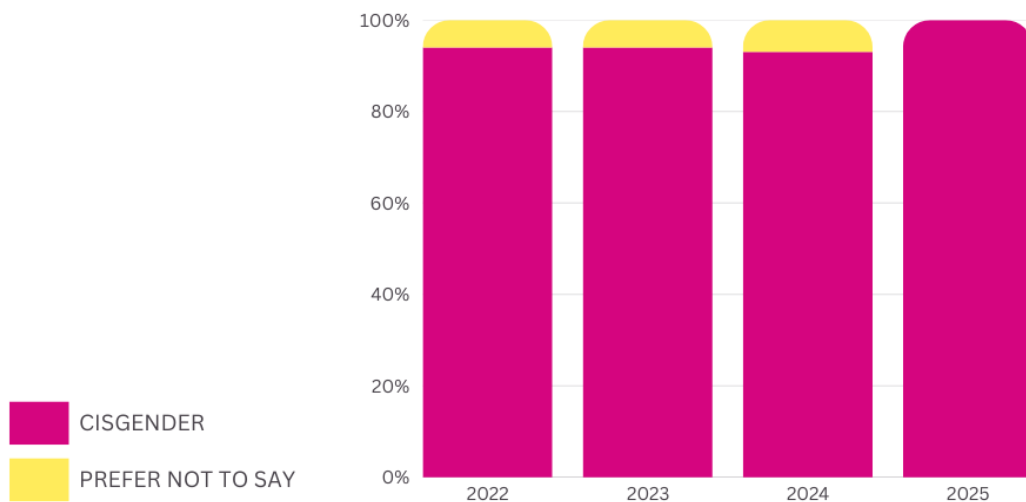
Gender

- Out of the 17 respondents, 12 (70%) are women.
- This has increased since 2024 when 64% of respondents were women.
- In Islington, the proportion of men is slightly higher than the proportion of women: 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.



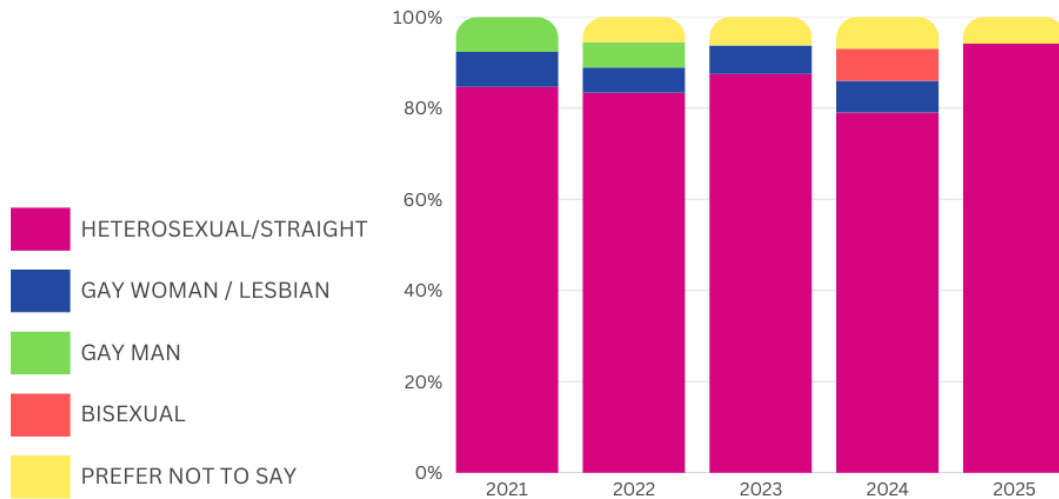
Gender identity

- Out of the 17 respondents, all 17 (100%) are cisgender.
- Compared to 2024, when 93% of respondents identified as cisgender and the remainder preferred not to say.
- It is estimated that less than 1% of the UK population is trans or nonbinary.



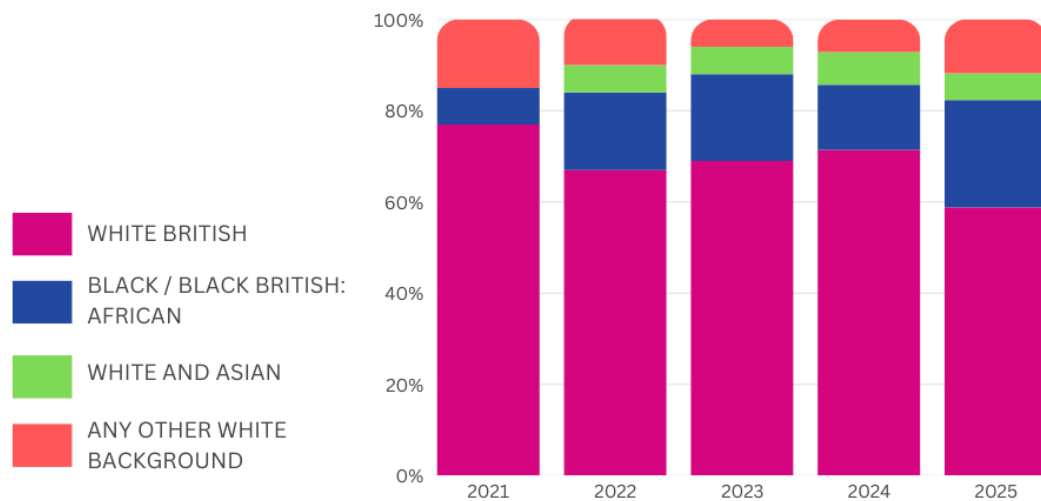
Sexual orientation

- Out of the 17 respondents, 16 (94%) are heterosexual or straight with 1 trustee preferring not to say.
- This has increased since 2024 when 79% of respondents were heterosexual or straight.
- An estimated 3.8% of the UK population aged 16 years and over identify as lesbian, gay, or bisexual.



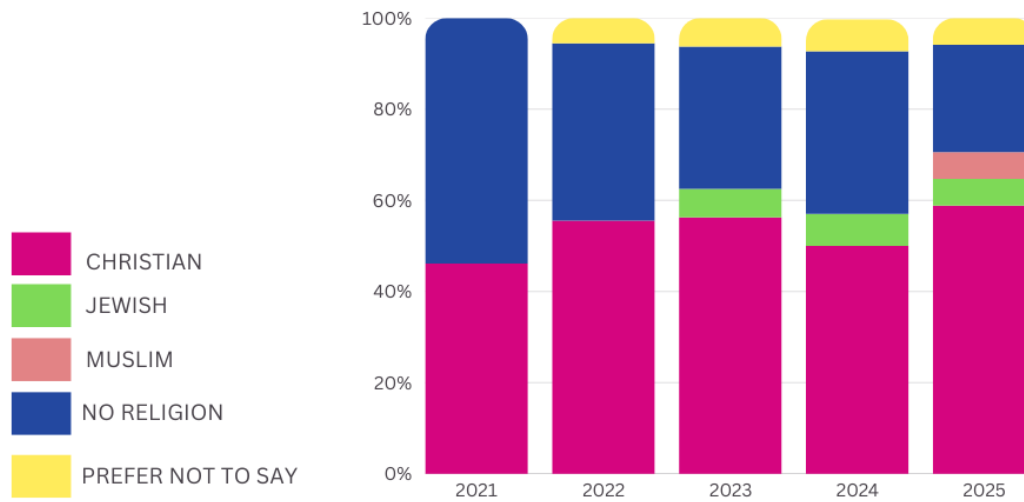
Ethnicity

- Out of the 17 respondents, 10 (58%) are White British.
- Compared to 2024 when 71% of respondents were White British, there is now greater diversity in terms of ethnicity.
- 43% of Islington residents are estimated to be “White British/Irish”.
- The Inclusive Governance Report found that 29% of charities have all white boards.



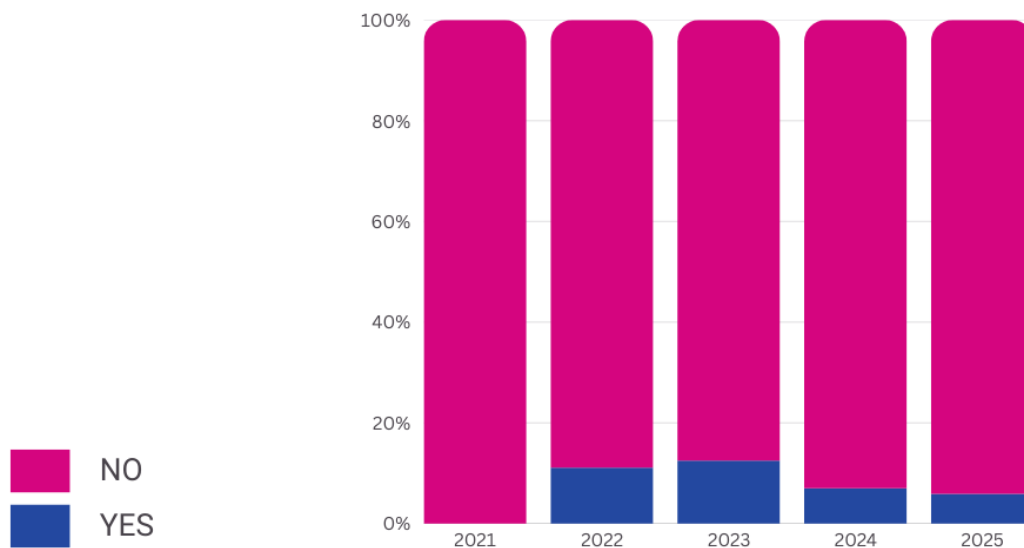
Religion

- Out of the 17 respondents, 10 (58%) are Christian.
- This has increased since 2024 when 50% of respondents were Christian.
- 59% of Islington's population report a religious affiliation.



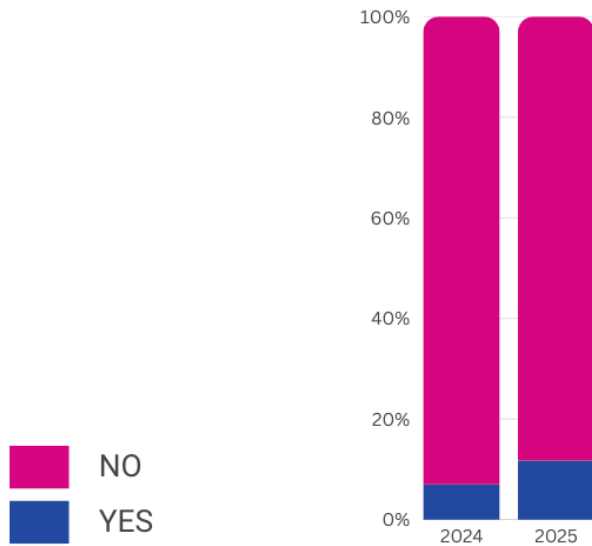
Disability

- Out of the 17 respondents, 1 (6%) has a disability.
- This is similar to 2024, when 7% of respondents had a disability.
- The estimated number of Islington residents with a disability is 14%.



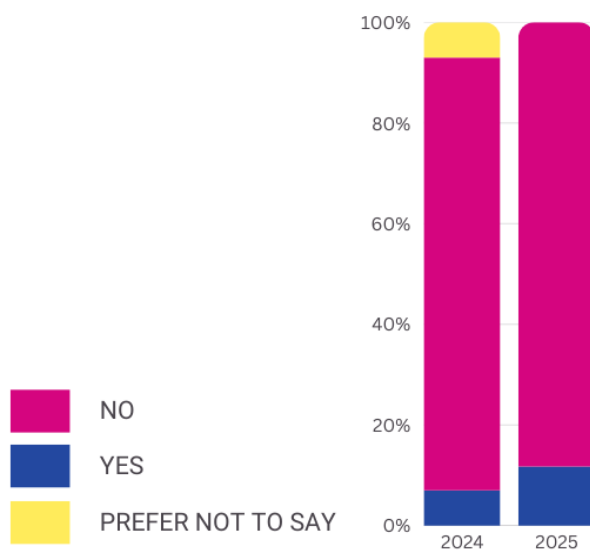
Neurodiversity

- Out of the 17 respondents, 2 (12%) are neurodivergent.
- This has increased since 2024 when 7% of respondents were neurodivergent.
- It is estimated that 1 in 7 people are neurodivergent.



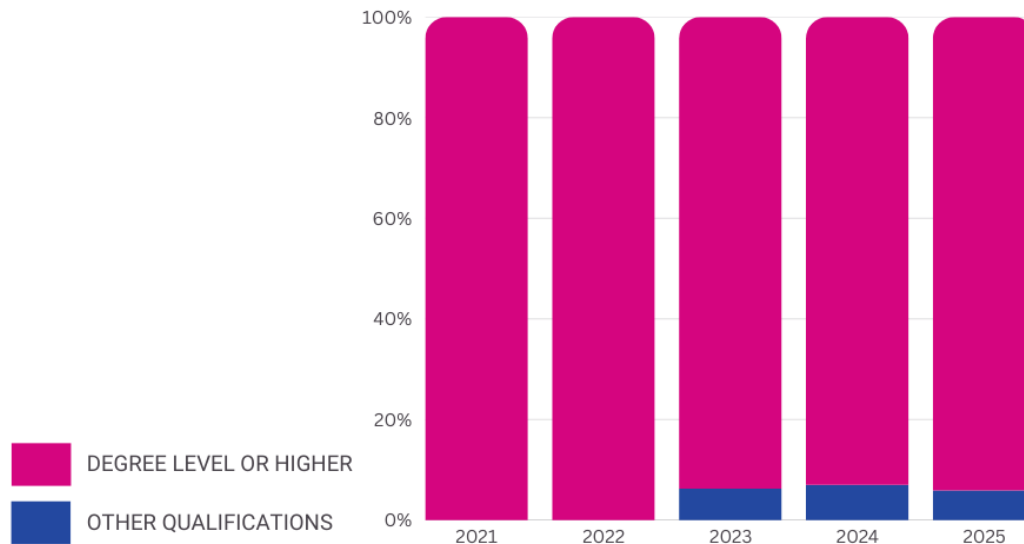
Long-term health conditions

- Out of the 17 respondents, 2 (12%) have a long-term health condition.
- This has increased since 2024 when 7% of respondents had a long-term health condition.
- Almost half of the UK population report having a long-standing health problem.



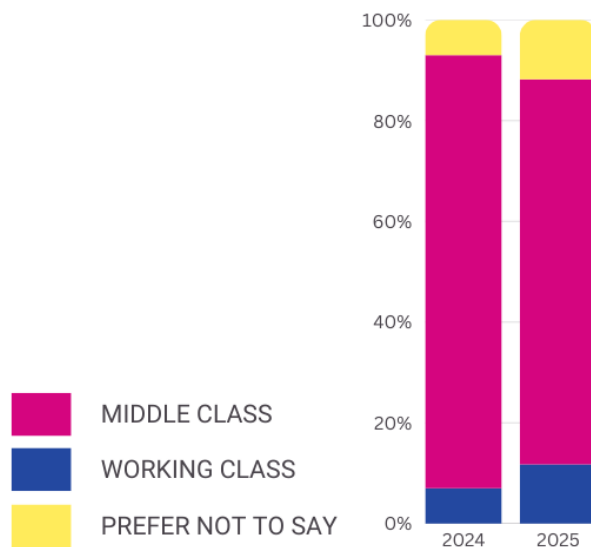
Education

- Out of the 17 respondents, 16 (94%) are educated to a degree-level or higher.
- This is similar to 2024 when 93% were educated to a degree-level or higher.
- The Higher Education entry percentage by age 25 in 2025 is 50%.



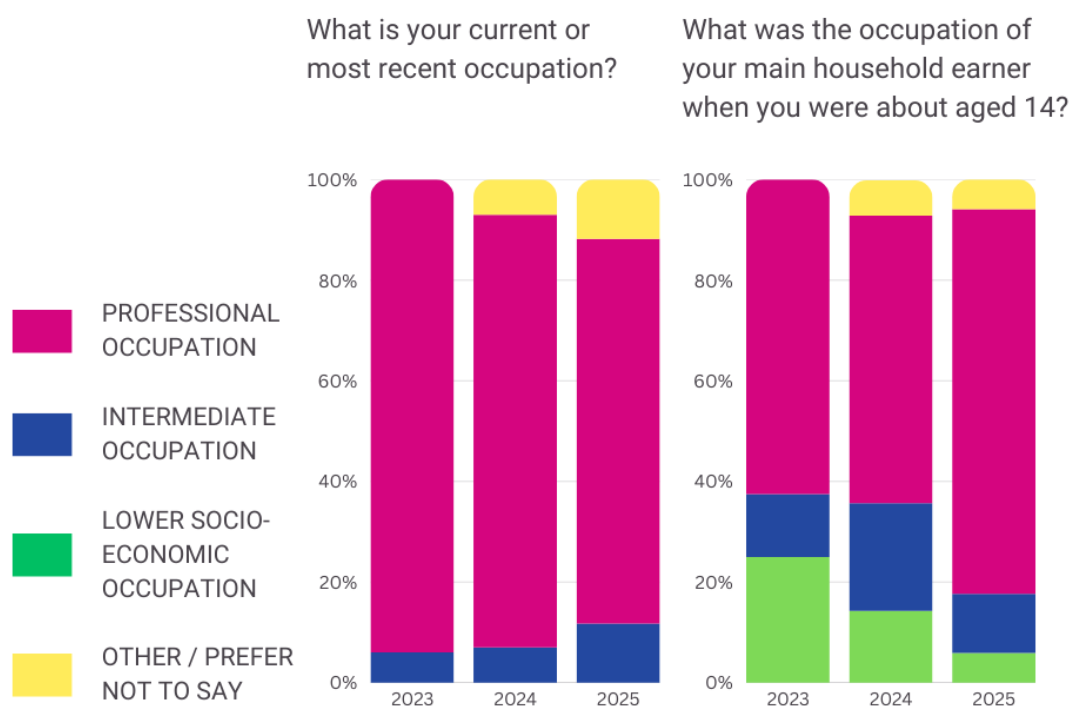
Social class

- Out of the 17 respondents, 13 (76%) describe themselves as middle class.
- This has decreased since 2024 when 86% described themselves as middle class.
- 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 do not know.



Socio-economic background

- Out of the 17 respondents, 13 (76%) are in professional occupations and the parents of 13 (76%) were in professional occupations.
- This has increased slightly since 2024, when 71% 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](#)
- [State of the Nation 2024: Local to national, mapping opportunities for all](#)
- [ACF Trustee Demographics](#)
- [ONS Sexuality 2023](#)