The average age has decreased by 2 years from 43 to 41. 35.7% of colleagues are aged 34 and under (31.2% in 2021). 65.3% of colleagues are aged over 34 (68.6% in 2021.

We’ve seen an increase in colleagues representing ethnic communities over the past 3 years: from 12% in 2020, to 14.9% in 2021 and to 16.5% in 2022. 6.1% of managers from an ​ethnic minority community (increased 0.9%).

LGBTQ+ representation increased from 4.2% in 2020​.

to 8.9% in 2021, this has decreased in 2022 to 7.07% despite an increase in numbers from 90 to 114.

Our gender split had remained stable in 2020 to 2021 at 40% Male and 60% Female; in 2022 this changed to 38% Male to 62% Female.

The number of employees who’ve disclosed a disability has increased from 9.7% in 2020 to 12.3% in 2022​.

Note: 534 Colleagues onboarded between 2021 - 2022