

Elmore's Trustee Equality Report

FY 2022-23



Elmore
Community Services





Elmore

**Equality, Diversity,
and Inclusion**

Trustee Equality Report

FY22-FY23

As of 20th October 2022

1 February 2023

Foreword

We are pleased to present our first annual Trustee Equality Report covering the financial year 2022-23.

Our data forms part of the equality information that Elmore Community Services use to promote equality and serve as an anti-discriminatory service provider and employer.

It is supplemented by a Workforce Equality Report and a Client Equality Report.

The publication of this report is voluntary and done to improve the equality, diversity, and inclusion of our organisation, and become a more inclusive employer, service provider, and partner, in line with our strategy 'Holding the Hope,' approved by the Board of Trustees in February 2022.

The publication of this report, our first ever, is more important than ever as we respond to the significant health, social, and equality impacts that we all face.

Tom Hayes

Chief Executive of Elmore Community Services



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1 Introduction

This report provides an analysis of the diversity profile of the Board of Trustees at Elmore. The Board of Trustees are the volunteers who have overall responsibility for management of the charity.

It is supplemented by a Workforce Equality Report and a snapshot of the diversity profile of some of Elmore's clients.

The publication of this Trustee Equality Report is voluntary and done to improve the equality, diversity, and inclusion of our organisation, and become a more inclusive employer, service provider, and partner. The ambition to be an anti-discrimination employer and service provider was set by the team in our strategy 'Holding the Hope,' approved by the Board in February 2022.

2 Uses of this report

As Elmore's first annual Trustee Equality Report, the information will be used along with other workforce data to:

- work towards action plans in 2023 as we seek a Board that is representative of our wider community and clients
- establish a baseline for annual analysis of our data across the protected characteristics
- monitor and measure progress in achieving our action plans
- assess how all our policies and practices impact on equality and diversity
- begin to benchmark our diversity profile with the sector or relevant parts of the sector
- report annually to our Board of Trustees, service user forum, and team, and to external stakeholders including commissioners, partners, and the wider community

3 Trustee Equality Monitoring

3.1 Sources of data

- The data about the diversity profile of the Board is derived from a snapshot of all Trustees on 20th October 2022.
- The 2021 Census Data provides information about the demography of the population in Oxfordshire.

3.2 Data collection

- The survey was hosted online and emailed to potential respondents.
- Trustees were encouraged to respond; the survey was not mandatory.
- Assurances were provided in relation to confidentiality and use of the data.
- The survey was short. Eleven questions were put to potential respondents, all answerable by tick-box. Respondents took an average of 1.5 minutes to complete the survey.

3.3 Presentation of data

- The information in the report has been presented in percentage format to maintain confidentiality, due to the small numbers of respondents involved.

3.4 Non-disclosure

- The provision of data was voluntary, there is a 100% response rate.
- For two categories (ethnicity and religion/belief) 'undefined' was provided as one response.
- The tables below show the percentage of respondents who chose the 'Prefer not to say' or 'Undefined' options under these categories.

Ethnicity	2022
'Prefer not to say' (A)	0%
'Undefined' (B)	16.66%
Total unspecified (A + B)	16.66%

Religion/Belief	2022
'Prefer not to say' (A)	0%
'Undefined' (B)	16.66%
Total unspecified (A + B)	16.66%

3.5 Headlines of this Workforce Equality Report

3.5.1 Gender

- Half of respondents are women (50%), which is slightly below that of the population of Oxfordshire at 51%. Half of respondents are men (50%), which is slightly above that of the population of Oxfordshire at 49%.
- The gender identity of all respondents matched their sex as registered at birth.

3.5.2 Age

- The largest age group is 55-59. The next largest age group for respondents is equally 25-29, 35-39, 45-49, and 60-64, showing a range of ages.

3.5.3 Ethnicity

- The majority respondents are 'White' (83%) and 17% undefined. 100% of trustees who responded regarding ethnicity are White.

3.5.4 Disability

- Two-thirds of respondents do not have a disability. Of the third, who do, the most common disability is physical impairment (progress or long-term illness) and learning difficulty (for example, dyslexia).

3.5.5 Sexual Orientation

- All respondents identify as ‘heterosexual’ (100%).

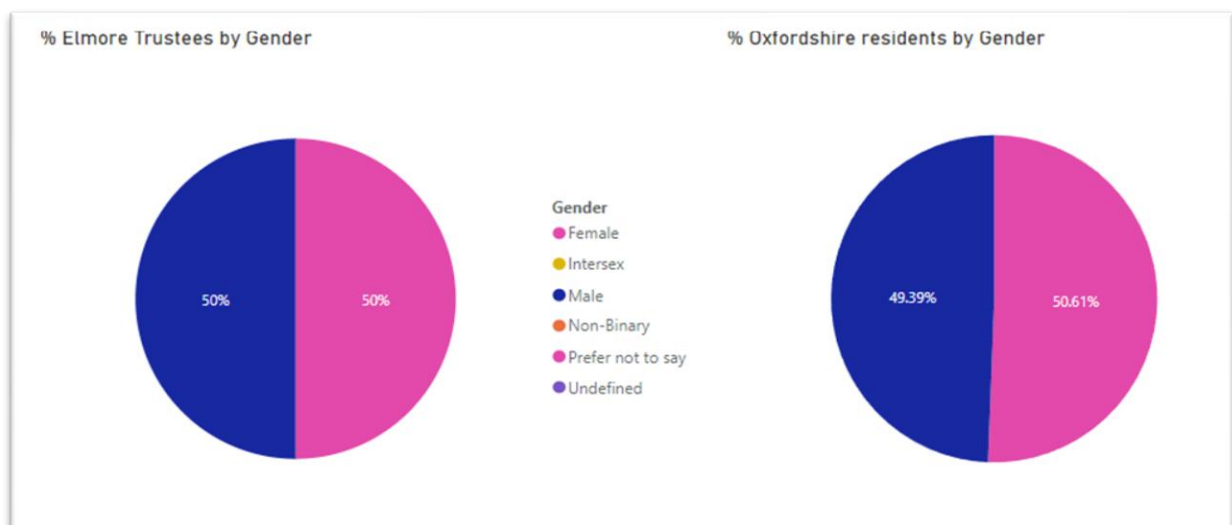
3.5.6 Religion/Belief

- Half of respondents are ‘Atheist’. 16.66% of responses identified with ‘Undefined’, ‘Christianity’ and ‘Spiritualism’ equally.

3.6 Gender

The following chart shows the gender of respondents, compared to the 2021 Oxfordshire census data (1):

Gender (Largest first)	Elmore 20/10/2022	Oxfordshire (1)	
Female	50%	367,100	50.61%
Male	50%	358,200	49.39%
Non-Binary	0%	0	0
Intersex	0%	0	0
Prefer not to say	0%	0	0
Undefined	0%	0	0
Total	100.0%	725,300	100%



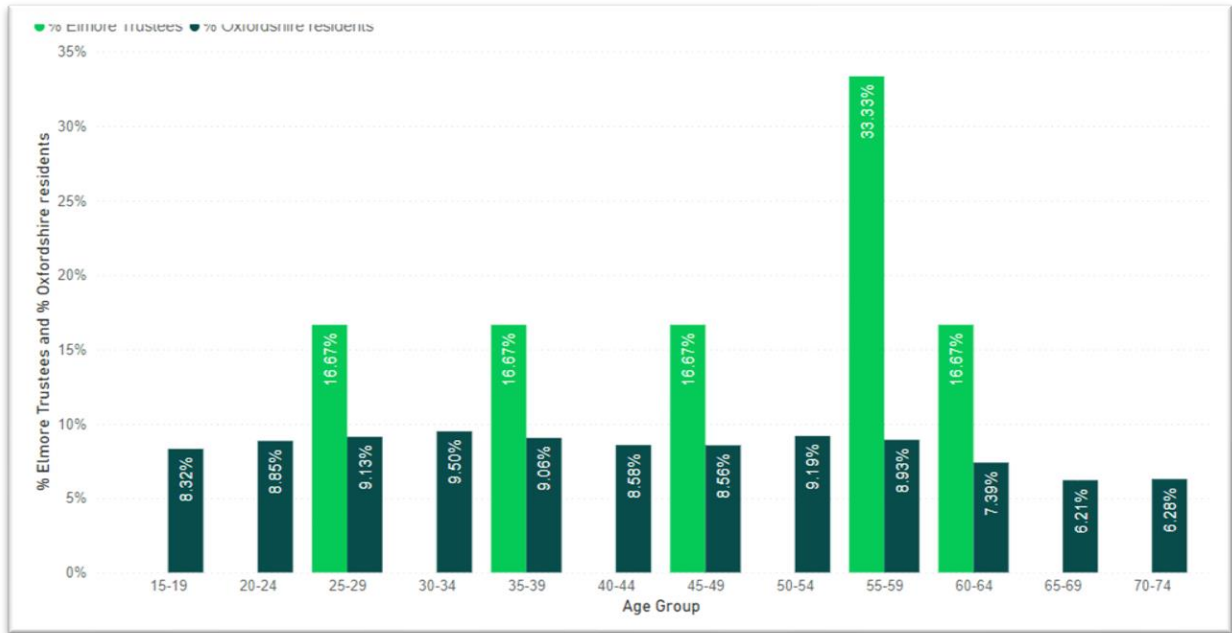
The main observations are:

- The gender profile is balanced.
- All respondents disclosed that their gender identity matched their sex as registered at birth.

3.7 Age

The following chart shows the age groups of respondents, compared to the 2021 Oxfordshire census data (1):

Age Group	Elmore 20/10/2022	Oxfordshire 21/03/2021 (1)	
15-19	0%	45,000	8.31%
20-24	0%	47,900	8.85%
25-29	16.66%	49,400	9.13%
30-34	0%	51,400	9.50%
35-39	16.66%	49,000	9.05%
40-44	0%	46,400	8.55%
45-49	16.66%	46,300	8.55%
50-54	0%	49,700	9.18%
55-59	33.33%	48,300	8.93%
60-64	16.66%	40,000	7.39%
65-69	0%	33,600	6.21%
70-74	0%	34,000	6.28%
Prefer not to say	0%	n/a	n/a
Total	100.0%	541,000	100%



The main observations are:

- The largest age group for Elmore Trustees is 55-59.
- The next largest age group for respondents is equally 25-29, 35-39, 45-49, and 60-64, showing a range of ages.
- The 2021 census data for Oxfordshire shows a much flatter distribution in age. However, the Trustee results have low statistics, hence a large statistical uncertainty.

3.8 Ethnicity

The following chart shows the ethnicity of respondents, compared to the 2021 Oxfordshire census data (2):

Ethnicity	Elmore 20/10/2022	Oxfordshire 21/03/2021 (2)	
Asian or Asian British			
Bangladeshi	0%	3,030	0.4%
Chinese	0%	8,249	1.1%
Indian	0%	12,530	1.7%
Pakistani	0%	10,992	1.5%
Other Asian	0%	11,585	1.6%
Black African, Caribbean, or Black British			
African	0%	9,616	1.3%
Caribbean	0%	3,327	0.5%
Other Black	0%	1,941	0.3%
Mixed or Multiple Ethnic Groups			
White and Asian	0%	8,008	1.1%
White and Black African	0%	2,927	0.4%
White and Black Caribbean	0%	5,144	0.7%
Other Mixed or Multiple ethnic groups	0%	6,535	0.9%
White			
English, Welsh, Scottish, Northern Irish or British	66.67%	557,149	76.8%
Irish	16.66%	6,906	1.0%
Gypsy or Irish Traveller	0%	652	0.1%
Roma	0%	1,229	0.2%
Other White	0%	64,118	8.8%
Other			
Arab	0%	2,517	0.3%
Any other ethnic group	0%	8,837	1.2%
Prefer not to say	0%	n/a	n/a
Undefined	16.66%	n/a	n/a
Total	100.0%	725,292	100%

The main observations are:

- The majority (83%) of respondents are ‘White’ and 17% are undefined, compared with 87% from the Oxfordshire census.
- 100% of trustees who responded regarding ethnicity are White.

3.9 Disability

The following chart shows the disability/non-disability of respondents, compared to the 2021 Oxfordshire census (3):

Disability (Largest first)	Elmore 20/10/2022	Oxfordshire (3)	
No	66.66%	619,809	85%
Yes	33.33%	105,482	15%
Undefined	0%	0	0%
Prefer not to say	0%	0	0%
Total	100.0%	725,291	100%

The main observations are:

- Two-thirds of respondents do not have a disability. This is below the Oxfordshire census value of 85%. However, this includes 8% of people who have a long-term physical or mental health condition but day-to-day activities are not limited.

For respondents who considered themselves to have a disability, they considered themselves to have any of the following. Respondents were encouraged to tick all that applied, meaning one or more individual may have disclosed one or more disabilities.

Disability (Largest first) ¹	Elmore 20/10/2022
Physical impairment: Progressive or long-term illness	50%
Learning difficulty (for example, dyslexia)	50%
Mental health	0%
Unknown / Undiagnosed disability	0%
Sensory impairment: Hearing impairment	0%
Total	100.0%

¹ Other disabilities were provided as options for respondents to choose as applicable. They received 0% responses. These include sensory impairment: visual impairment, physical impairments including two options: mobility impairment and physical co-ordination difficulties, communications impairment including two options: speech impairment and BSL user.

The main observations are:

- Of the third, who have a disability, the most common is physical impairment (progressive or long-term illness) and learning difficulty (for example, dyslexia).

3.10 Sexual Orientation

The following chart shows the sexual orientation of respondents, compared to the 2021 Oxfordshire census data (4):

Sexual orientation (Largest first)	Elmore 20/10/2022	Oxfordshire (4)	
Heterosexual	100%	526,306	88.45%
Bisexual	0%	10,009	1.68%
Lesbian	0%	8,828	1.48%
Gay	0%		
Pansexual	0%	1,601	0.27%
Undecided	0%	0	0.00%
Prefer not to say	0%	47,299	7.95%
Undefined	0%	156	0.03%
Asexual	-	547	0.09%
Queer	-	287	0.05%
Total	100.0%	595,033	100%

The main observations are:

- ‘Heterosexual’ is the largest proportion of respondents at 100%. This is above the value for Oxfordshire which is 88 %. However, the statistics for the trustee data are low.

3.11 Religion/Belief

The following chart shows the religion/belief of respondents, compared to the 2021 Oxfordshire census (5):

Religion/Belief (Largest first)	Elmore 20/10/2022	Oxfordshire (5)	
Atheism	50%	290,118	40.00%
Undefined	16.66%	0	0.00%
Christianity	16.66%	343,313	47.33%
Spiritualism	16.66%	0	0.00%
Agnosticism	0%	23,479	3.24%
Islam	0%	0	0.00%

Other	0%	4,229	0.58%
Prefer not to say	0%	50,016	6.90%
Paganism	0%	0	0.00%
Buddhism	0%	3,901	0.54%
Hinduism	0%	6,332	0.87%
Judaism	0%	2,117	0.29%
Sikhism	0%	1,785	0.25%
Jainism	0%	0	0.00%
Total	100.0%	725,290	100.00%

The main observations are:

- Half of respondents are 'Atheist', higher than the Oxfordshire census value of 40%.
- 16.66% of responses identified with 'Undefined', 'Christianity' and 'Spiritualism' equally.
- The percentage of trustees who identify as Christian is notably lower than the census value of 47%.

4 References

1. **ONS.** Population and household estimates, England and Wales: Census 2021. *ons.gov.uk*. [Online] 28 6 2022.
<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationandhouseholdestimatesenglandandwalescensus2021>.
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6. **ONS - Gender identity (detailed) Census.** *ons.gov.uk*. [Online] 6 1 2023.
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