

2020-2022 Diversity and Inclusion Statistics

give a
grad a



Turning conversations into brighter futures.



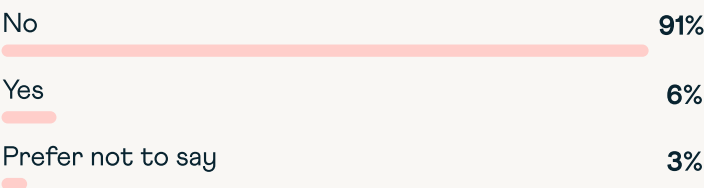
Diversity statistics

We are committed to helping businesses address their equality & diversity processes and build **better and fairer ways of finding new talent** and growing their teams, as set out in the Equality Act 2010.

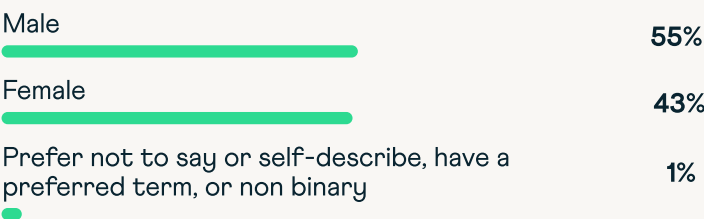
To do this, we asked candidates who have registered to our website to complete a **short, voluntary and anonymous questionnaire**, so that we can provide this research and its insights to our clients.

We have gathered data from over **10,000 participants**.

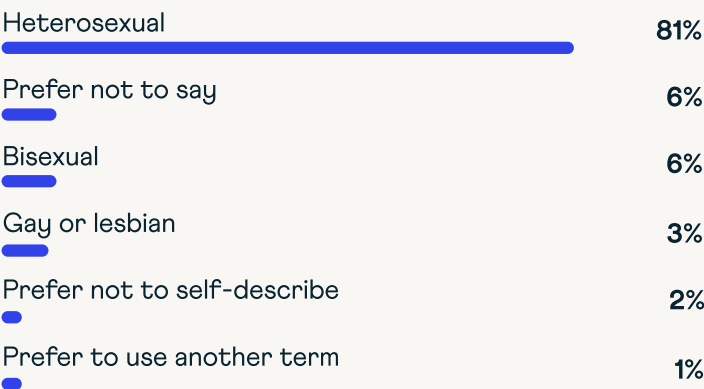
Disability



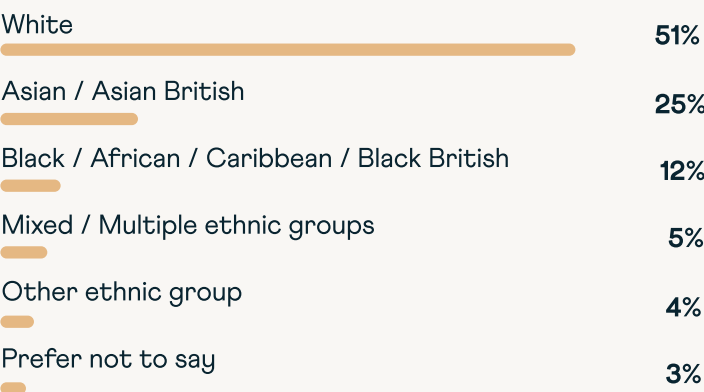
Gender



Sexual orientation



Ethnic group



Religion



Insights and findings

The benefits of having a diverse workplace are numerous, with fair and unbiased hiring practices becoming more important than ever. With nearly **90%** of respondents stating they'd be more inclined to work for a diverse company, and **26%** of participants feeling overlooked for roles due to discrimination, it's clear that forward-thinking companies who promote **inclusive workplaces will be at an advantage.**

“Are you more inclined to work for a diverse company?”



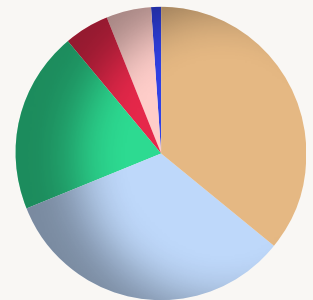
- Yes - 88%
- Prefer not to say - 8%
- No - 4%

'Equal salary' was voted the most important factor for an inclusive workplace, demonstrating the importance of being **transparent about salary** and progression. Unsure what you should be paying your employees? Visit our [graduate employment statistics archive](#) for data on average salaries across a range of sectors and job roles.

Both 'mentoring schemes' and 'regular feedback' also scored highly, totalling **25%**. As advocates of [workplace mentoring programmes](#) ourselves, we believe employers should create an environment where people feel they can speak openly.

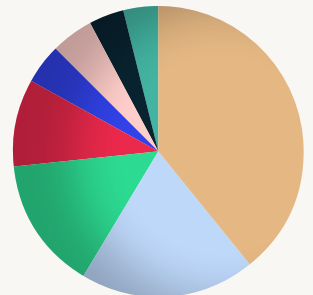
“Have you ever felt overlooked for a job due to discrimination?”

- Not sure - 36%
- Not at all - 33%
- Sometimes - 20%
- Often - 5%
- Prefer not to say - 5%
- Always - 1%



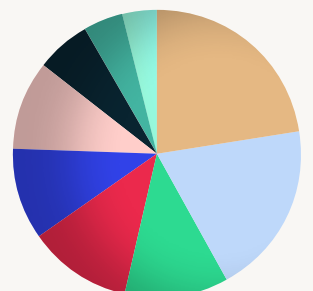
“What do you think is the most common reason you have been overlooked for a job role?”

- Ethnicity - 61%
- Sex / Gender - 30%
- Age - 23%
- Religion - 15%
- Disability - 7%
- Other - 7%
- Prefer not to say - 6%
- Sexual orientation - 6%



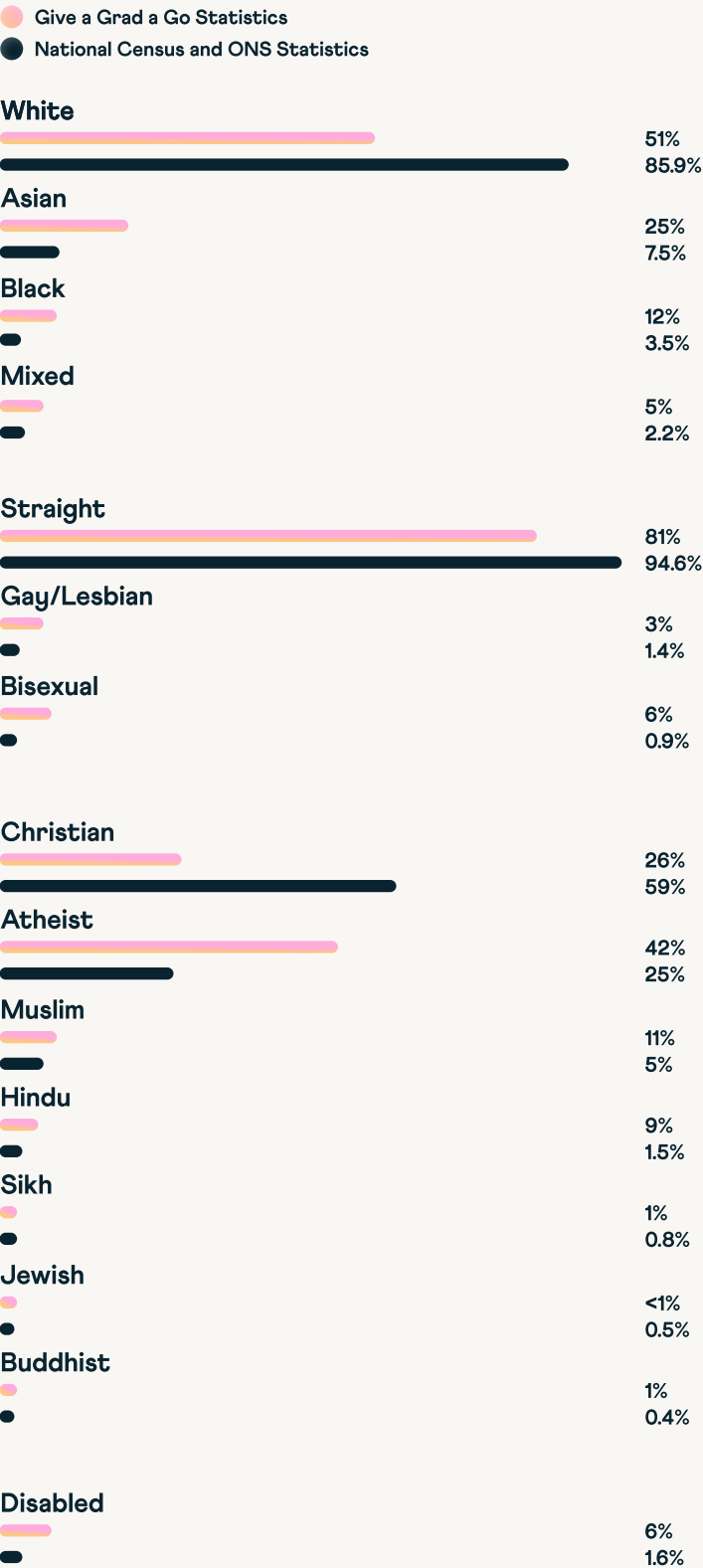
“What top 3 changes do you think help to encourage a more inclusive workplace?”

- Equal salary for similar positions - 20%
- Same opportunities for all - 19%
- Mentoring schemes for all - 13%
- Getting regular feedback - 12%
- D&I training - 10%
- Holding employees accountable for actions - 9%
- Starting D&I team - 6%
- Having a multilingual workplace - 5%
- Disability support - 4%
- *Prefer not to say 1%



How we compare

We compared our data to UK averages from the 2011 National Census and the Office for National Statistics 2018 Sexuality Statistics in order to see how we stack up.




At **Give A Grad A Go** we have been reviewing the way we work, to ensure that we are inclusive in all areas of the company, from our internal processes, to the messages we send out and the content we share. We set in place goals in our *Diversity and Inclusion Promise* that we are working towards as a company to ensure **equal opportunities for all**.

We have made some great progress, such as broadening the range of charities we support, making adjustments in the training we offer, and changing the way we send CVs to clients to avoid unconscious and affinity bias and reduce discrimination at the CV application stage. We are collecting more feedback than ever before from both our candidates, clients and employees, in order to continue to **educate ourselves and the clients we work with** on diversity and inclusion.

Other insights we have gained from the research are the importance of team bonding exercises, workshops and **offering extra support and guidance** for those who are feeling discriminated against or struggling with their mental health. It's about having open communication, changing mind-sets, celebrating diversity within the workplace and embracing employee differences. And most importantly, **inspiring positive change for the future**.

 Contact us today

 Graduate Employment Statistics Archive

 Workplace Mentoring Programmes

Launching careers. Finding talent.

Stay up to date with our diversity and inclusion findings by checking out our **live data**. We're gathering new responses every day from our candidates, helping to build a **bigger and clearer picture about diversity** in the workplace and the hiring process.

Take a look at our **live data**



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Or get in touch at
<https://giveagradago.com/contact-us/>

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