

2024

Diversity and Inclusion Statistics

give a
grad a

go

early career solutions.

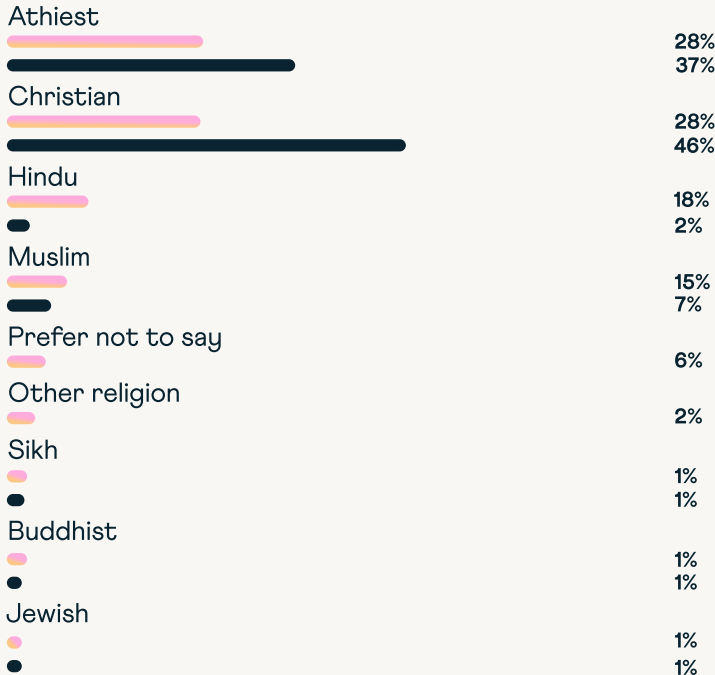


Diversity statistics

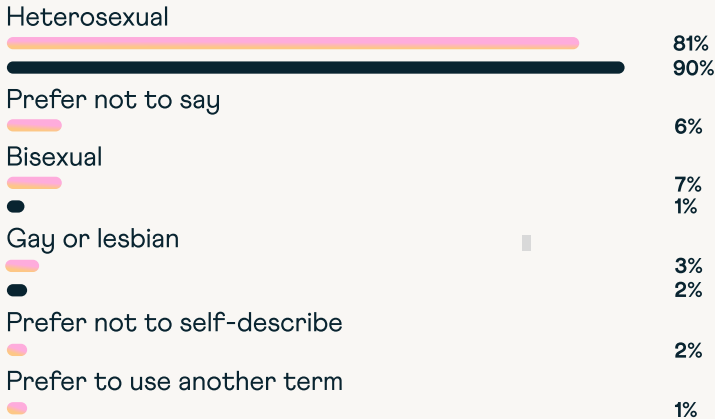
“ We remain committed to enhancing equality and diversity processes both internally and for our clients across over 17 sectors. We are dedicated to helping all businesses develop fairer talent acquisition methods, as well as removing unconscious bias from their hiring.

To support this effort, we continue collecting anonymous data from our candidates, allowing us to share valuable insights. So far, we’ve collected data from nearly **20,000 early career professionals** throughout 2023 and 2024. We compared our data to UK averages from the 2021 National Census. ” – **Cary Curtis, CEO & Founder**

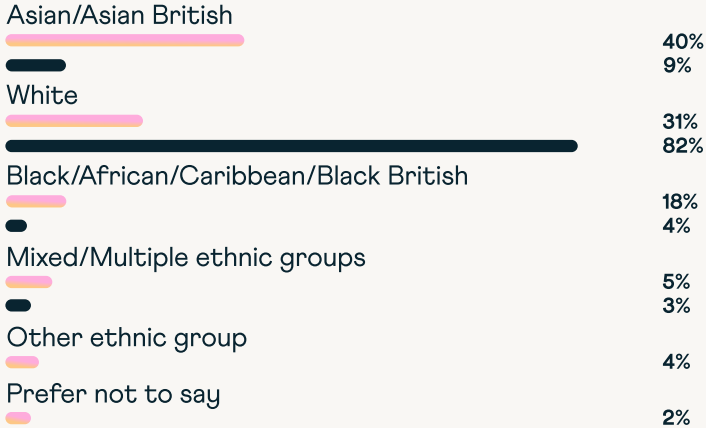
Religion



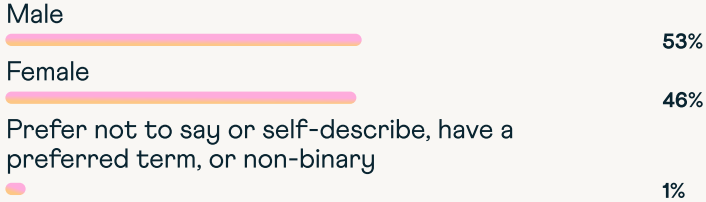
Sexual orientation



Ethnic group



Gender

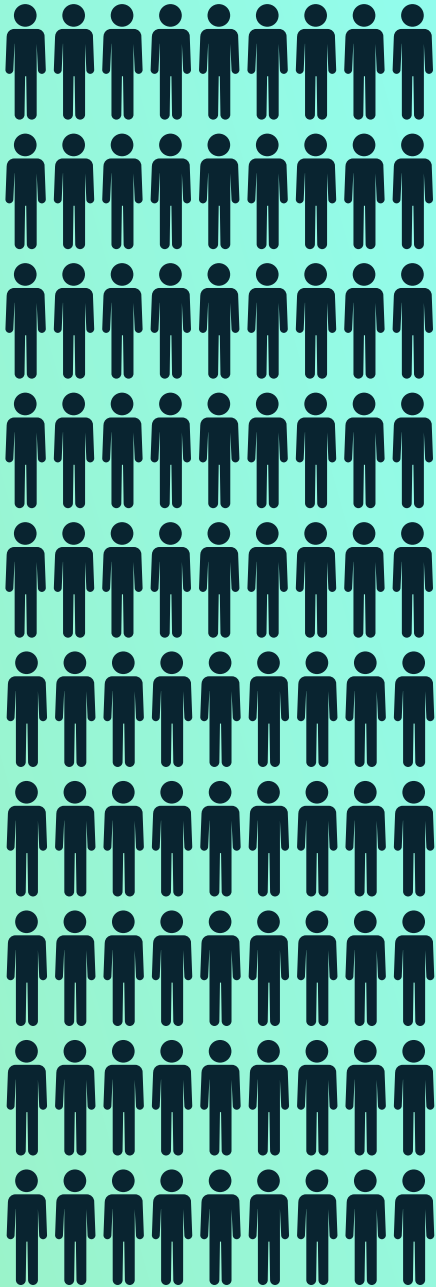


Disability



Key insights

Data from nearly 20,000 of our candidates throughout 2023 and 2024.



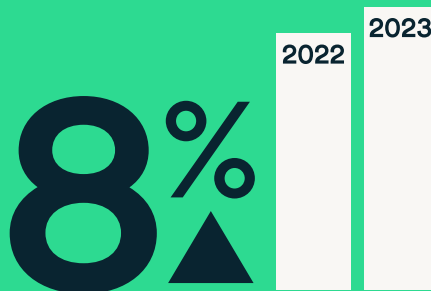
88%

of graduates would prefer to work for a **diverse company**

82%

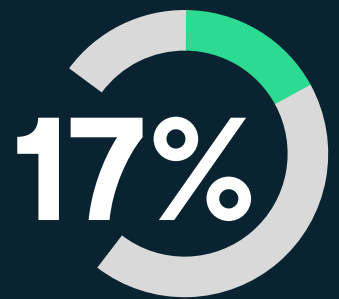
did not attend a fee-paying school in the UK

The number of candidates who **felt overlooked** for a role due to discrimination before using our services is up from last year

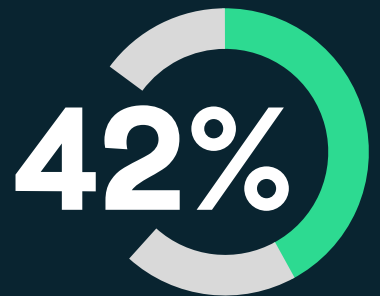


8%

The most common reasons graduates **felt overlooked** for a job role were



Sex/Gender



Ethnicity

Free school meals eligibility

21%

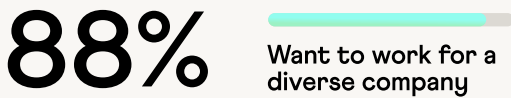
Our audience

25%

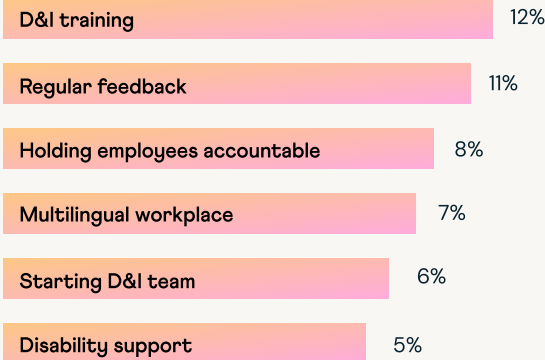
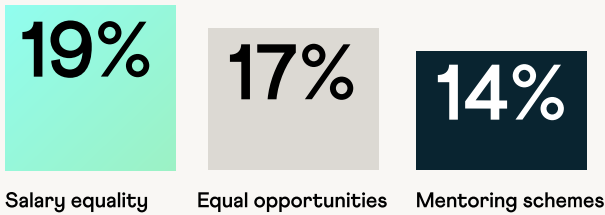
National average

In-depth analysis

For grads, inclusivity is a dealbreaker, with the vast majority expressing a preference for diverse companies.



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

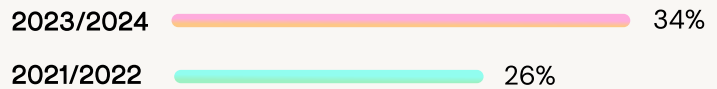


*Prefer not to say 1%

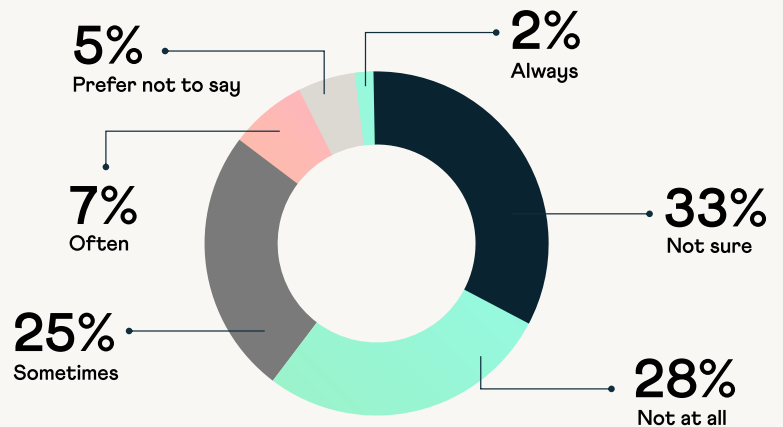
‘Equal salary’ was again rated the most crucial element of an inclusive workplace, while ‘D&I training’ moved up to 4th place.

There is a need for a hands on approach to tackling DEI issues, creating an environment where employees can learn and grow.

We have seen an increase in candidates feeling discriminated against in an application process before using our services.

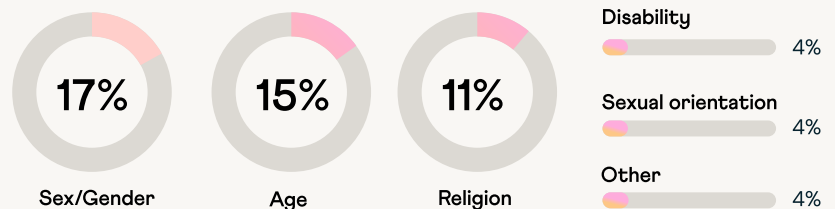


“ Have you ever felt overlooked for a job due to discrimination? ”



42% of graduates felt overlooked for a job role due to their ethnicity

Other reasons include:

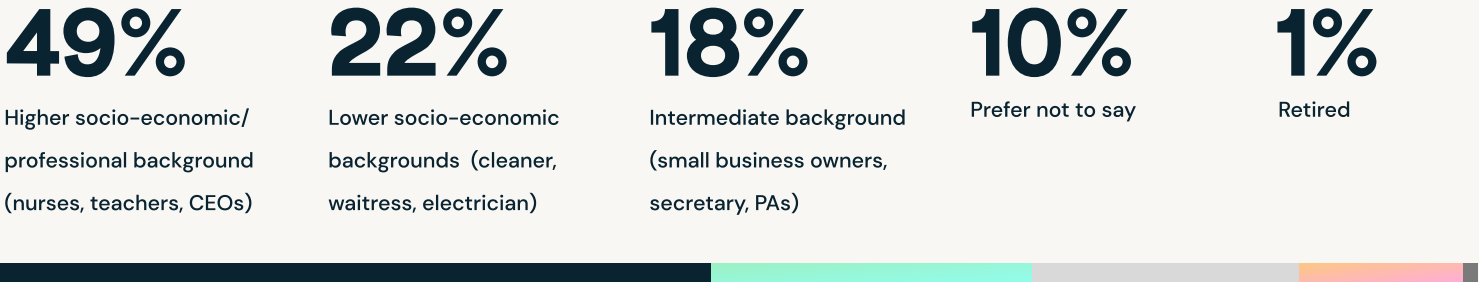


Collectively, we need to take action to do better. We will continue to **protect our candidates** and ensure our clients are implementing **unbiased hiring practices**.

Socio-economic overview

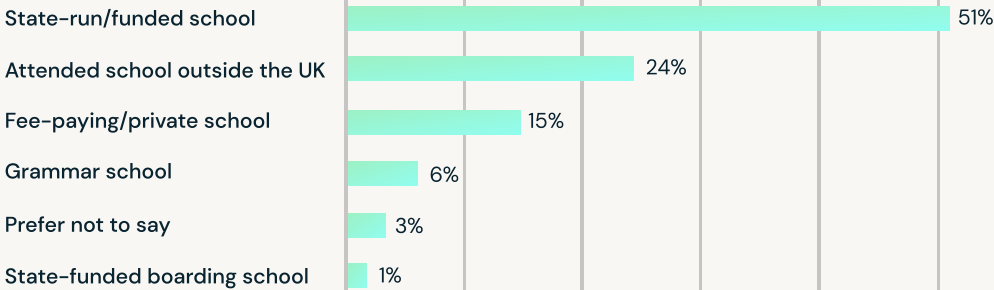
With guidance from the **Social Mobility Commission**, we've gathered data on the socio-economic background of our audience. As a team, we're committed to placing a sharper focus on social mobility, so we can better understand how it affects job prospects.

Occupation of the main household earner when you were 14



Our low representation of candidates from lower socio-economic backgrounds points to the broader barriers in higher education, as our data closely reflects the socioeconomic breakdown of UK university students generally.**

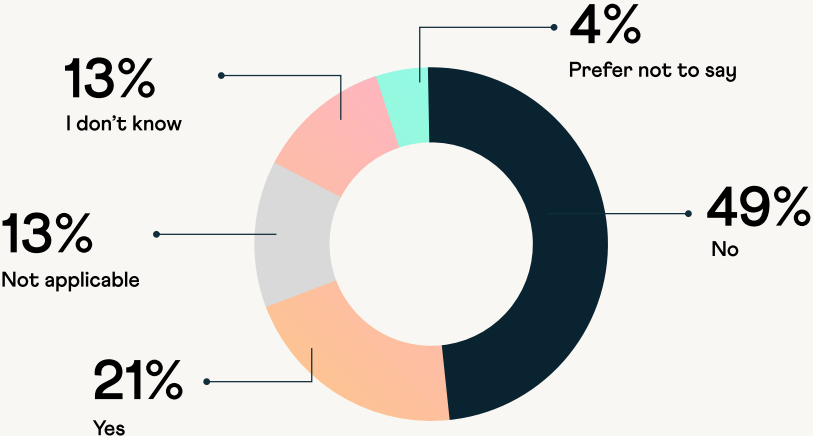
Type of school attended between age 11 and 16



Those who were eligible for free school meals at any point during school

At **21%**, our audience reflects the **25%** of pupils nationally that are currently eligible for free school meals.*** We continue to work with social mobility charity, *The Talent Tap*, as well as *10,000 Interns*, a foundation that champions and supports underrepresented talent.

We're taking meaningful action to increase the number of candidates we support from lower socio-economic backgrounds, or those who may be disadvantaged in the job hunt.



*Office for National Statistics: 2021 census
 **The Office for Students annual review 2022
 ***Gov.uk: Schools, pupils and their characteristics 2023/24

Launching careers. Finding talent.

You can keep up to date with our diversity and inclusion findings by checking out our **live data**. We gather 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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