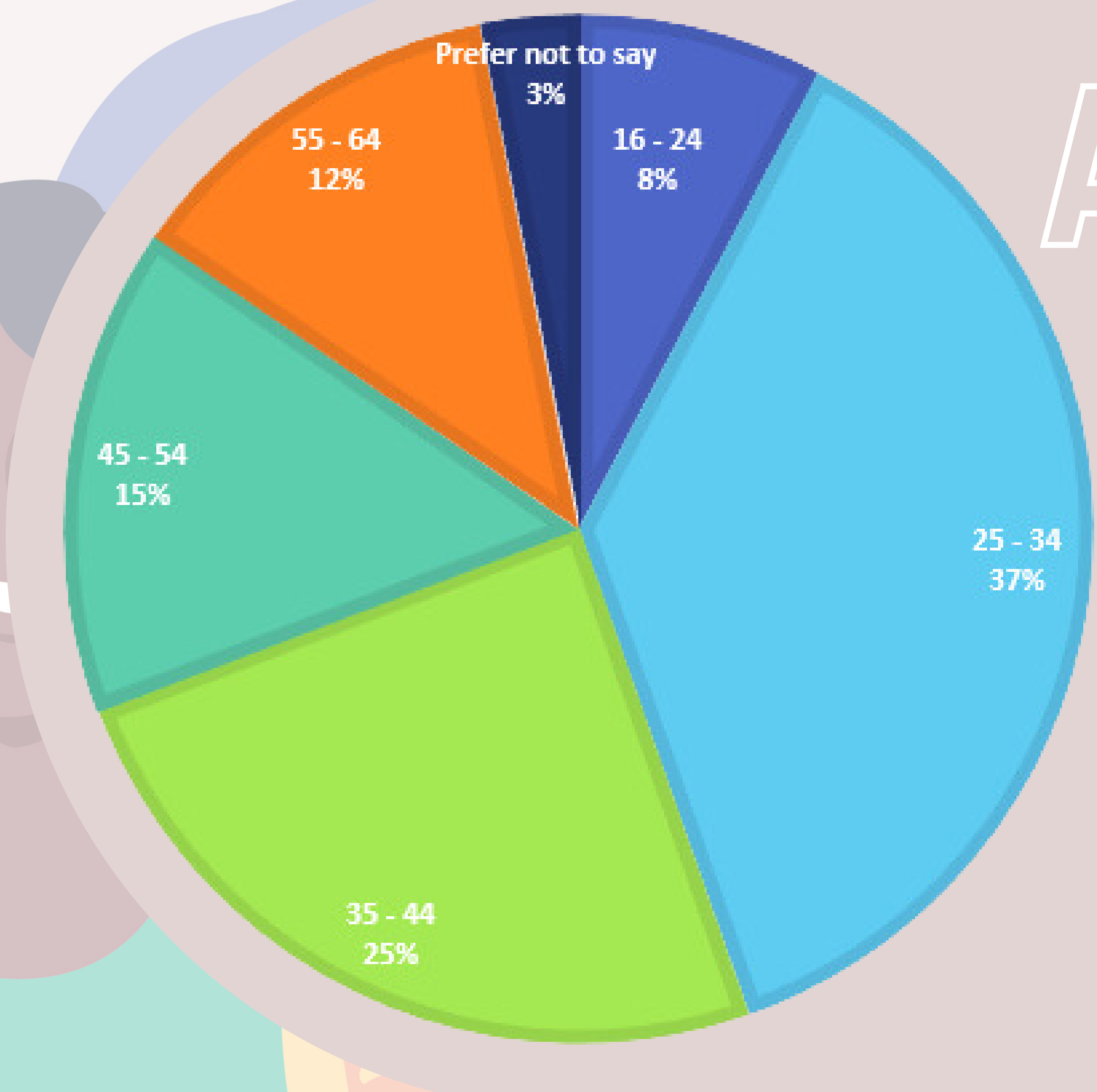


AGE Which Age Catagory Are You In?

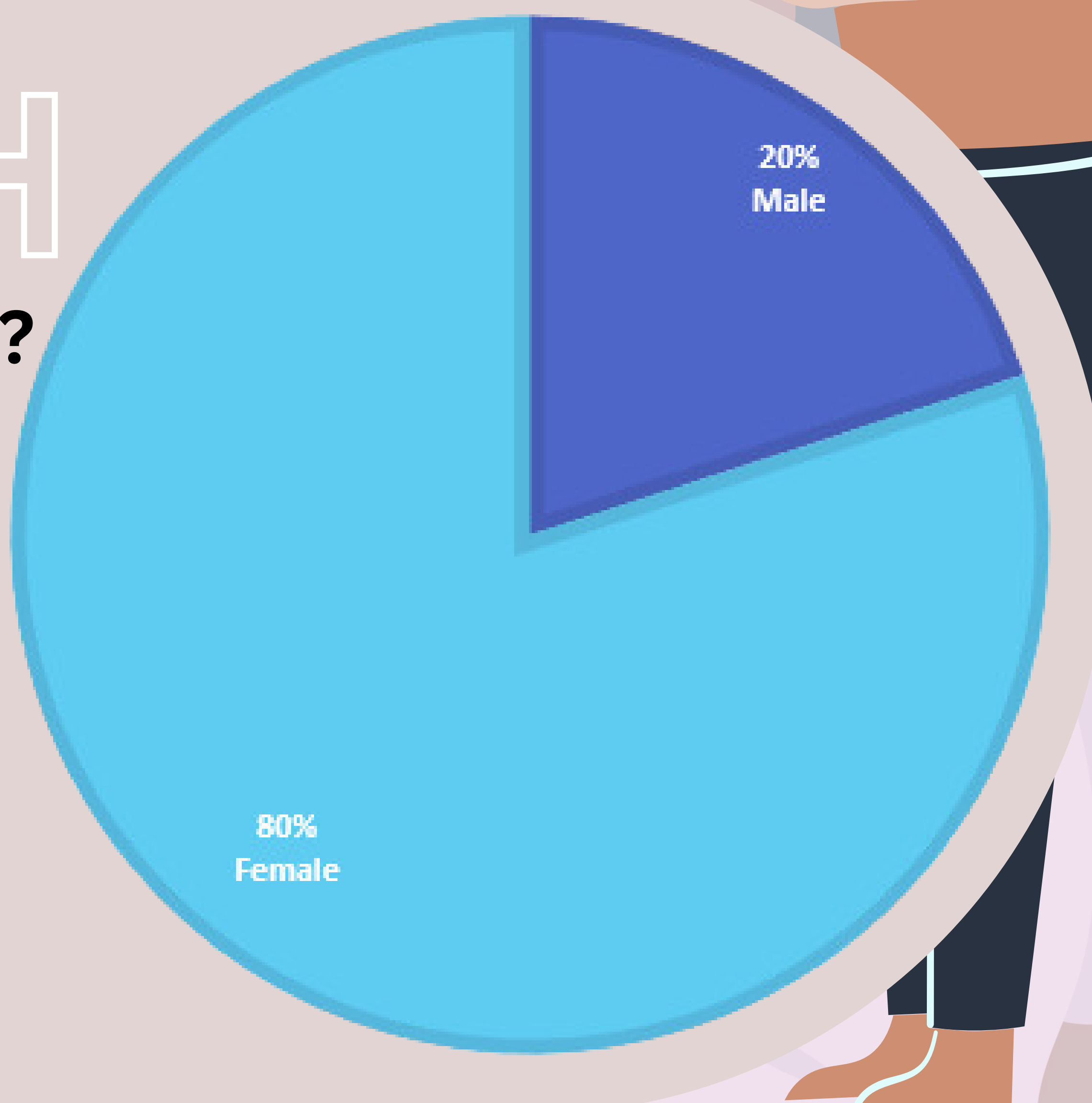


We currently have employees between the ages of 16 and 64. The majority of our firm are between 25 and 34 though it's not by a landslide at 37%. Understanding the largest age groups in the firm allows us to tailor policies, benefits and processes more efficiently.

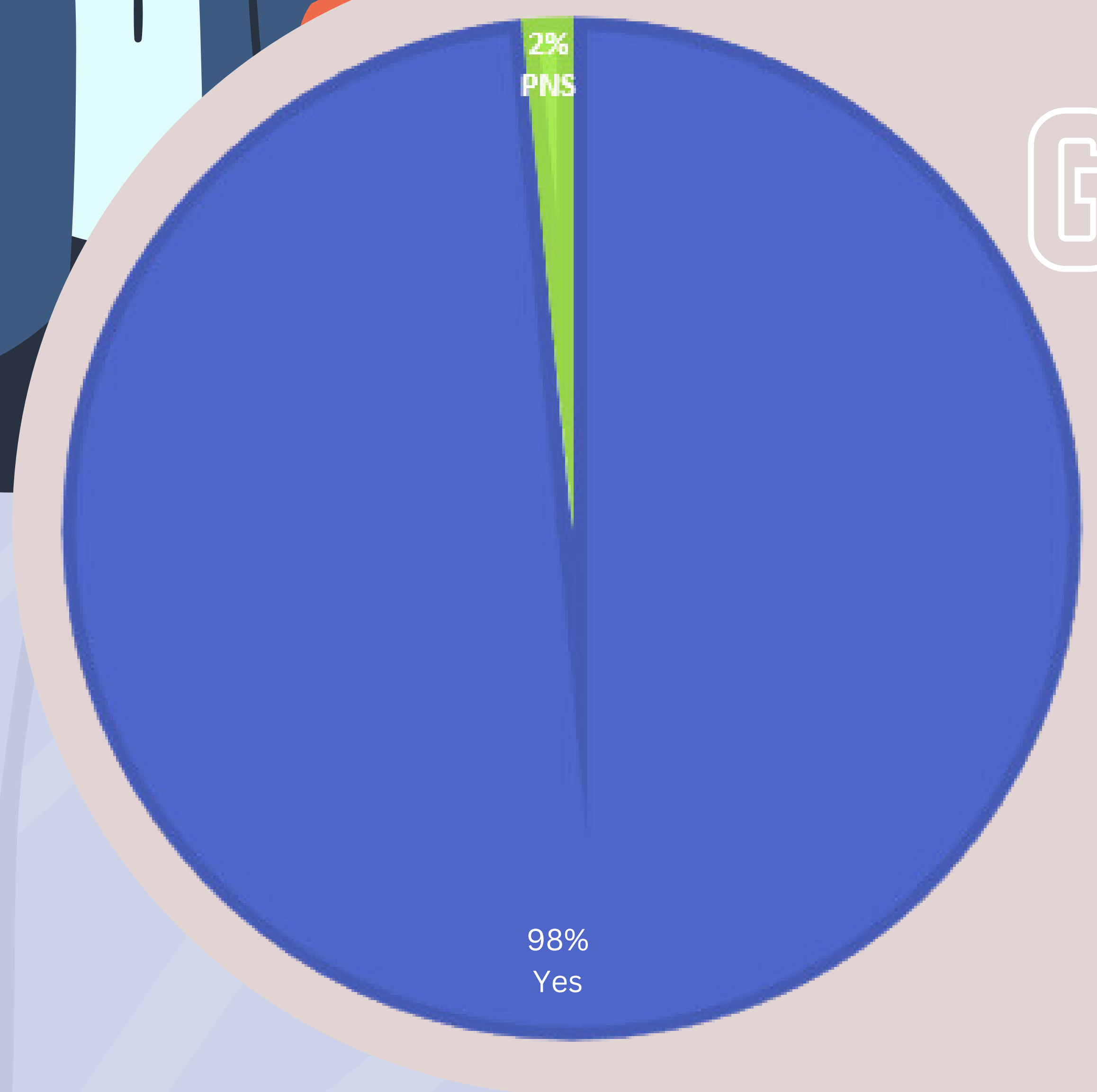
SEX AT BIRTH What Sex Were You at Birth?

Sex and gender are now seen as two seperate entities both in the workplace and out. The seperation of the two is becoming more widely accepted and understood around the world.

Collecting this data can also help us keep track of the Gender Pay Gap.

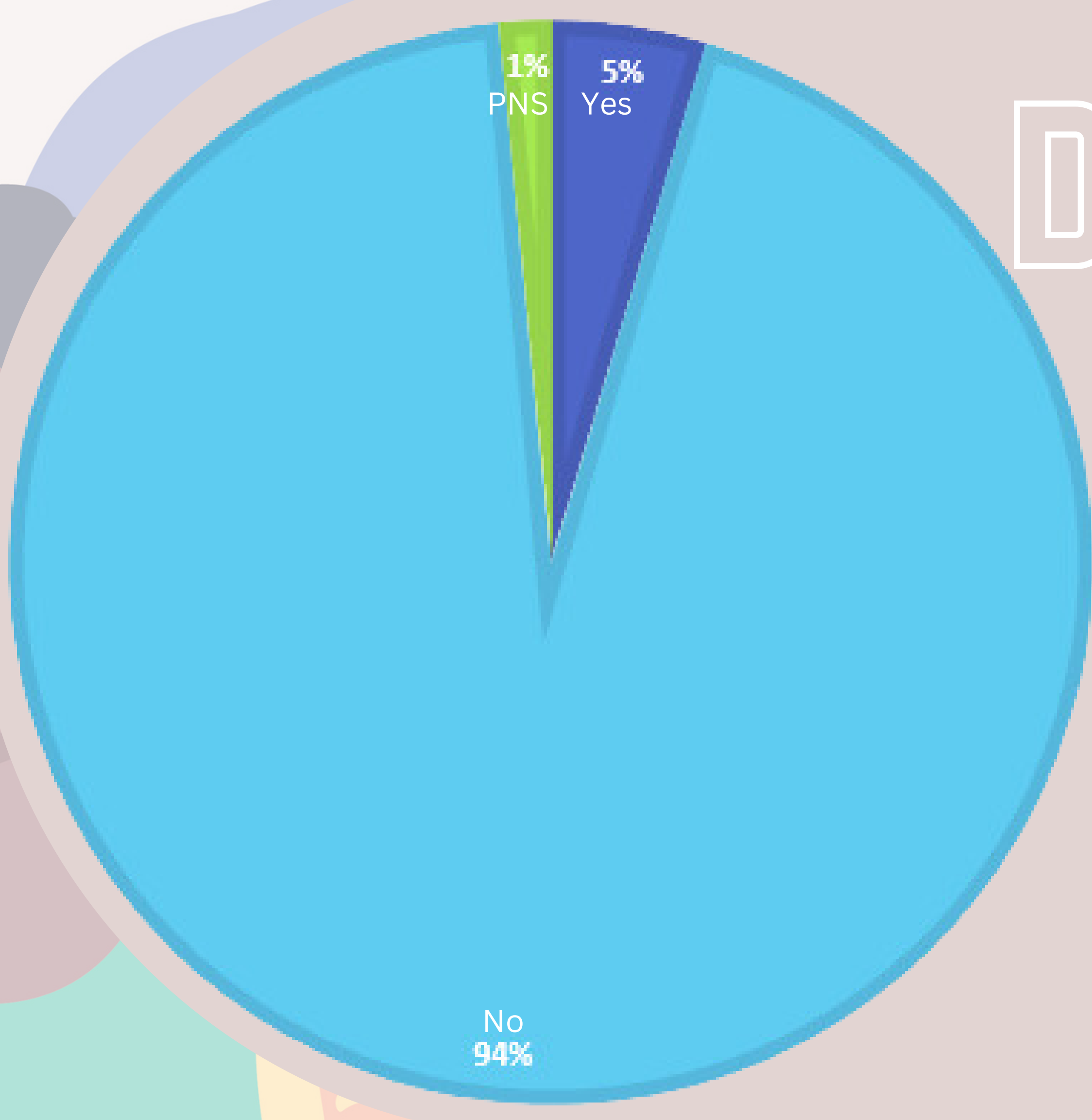


GENDER Is The Gender You Identify With The Same As Your Sex at Birth?



Under the Gender Recognition Act 2004, it is a criminal offence for a person who has acquired (in an official capacity) protected information regarding an individual's gender identity to disclose that information to any other person.

The importance of collecting this data anonymously is to create inclusion in the workplace.



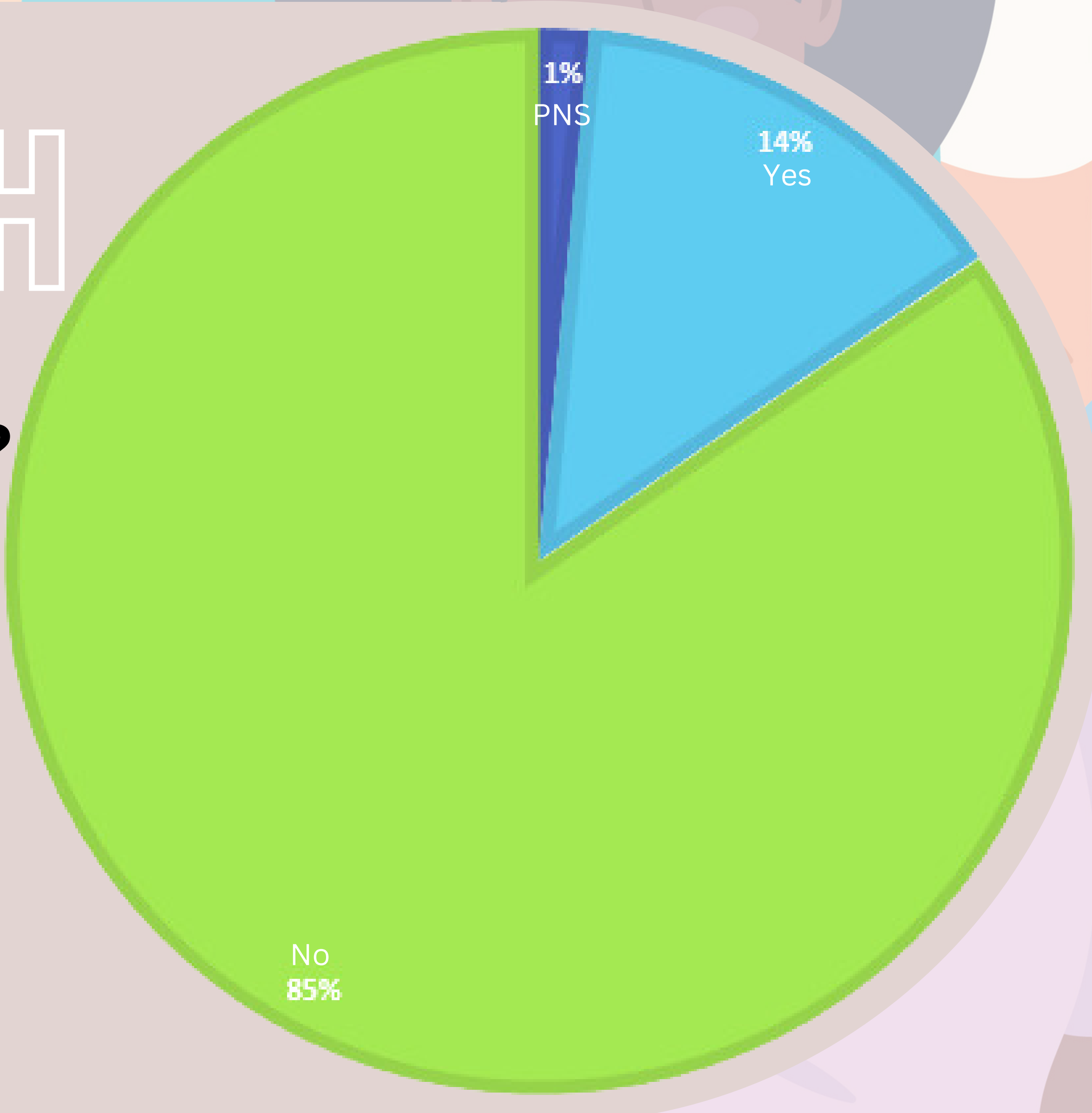
DISABILITY

Do You Consider Yourself To Have A Disability?

This question has developed in recent years to include the phrase 'consider yourself to'. By doing this, it eliminates the medical matter-of-fact disability which only relates to a small proportion of those who believe they do have a disability. Nowadays, disability has moved away from being a physical matter and now includes mental health in this term.

Are Your Day-to-Day Activities Limited Because Of A Health Problem/Disability?

Some people are disabled or consider themselves to have a disability but to their peers at work, no one may be aware because this doesn't affect their work and they don't feel the need to disclose it for that reason. This question is asked to ensure we keep on top of adapting the work environment whether that be the type of chairs used or the amount of training offered to staff about mental health in the workplace.

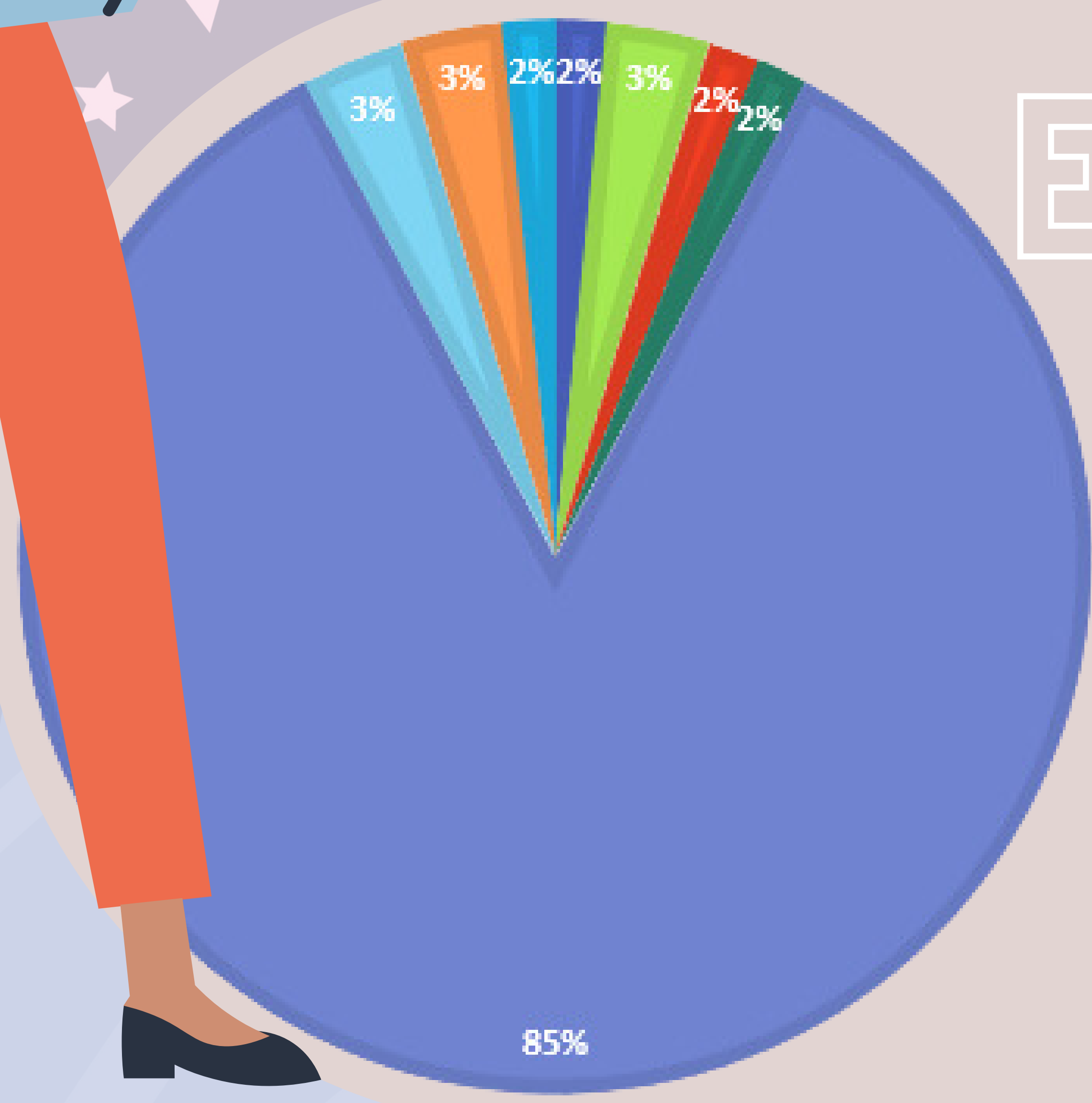


HEALTH

ETHNIC GROUP

What Is Your Ethnic Group?

Newcastle city council released the diversity data for the area and it shows 13.4% were born outside of the UK and 5.9% of households have no people who have English as their main language. DG mirrors this in our findings.

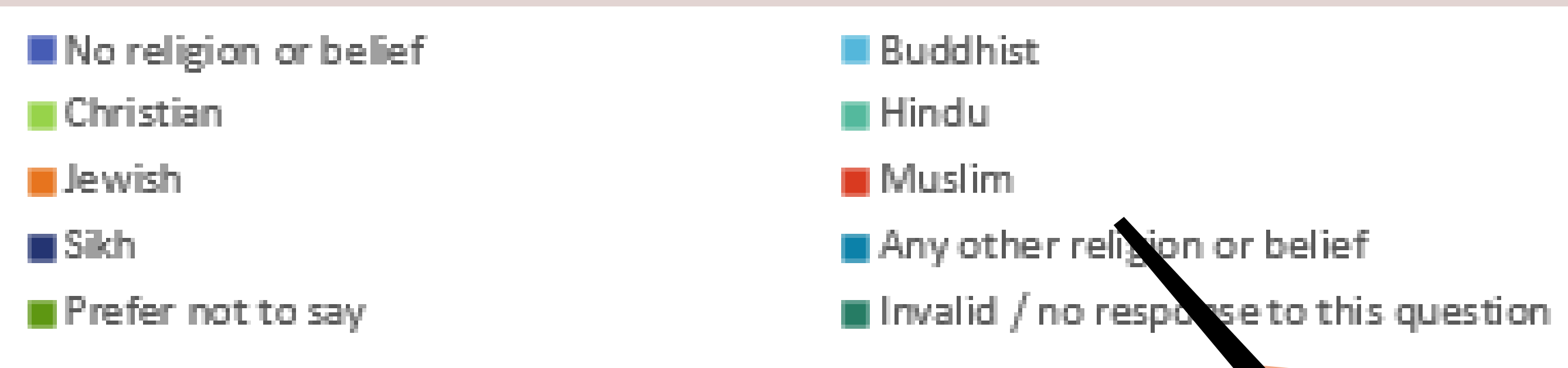
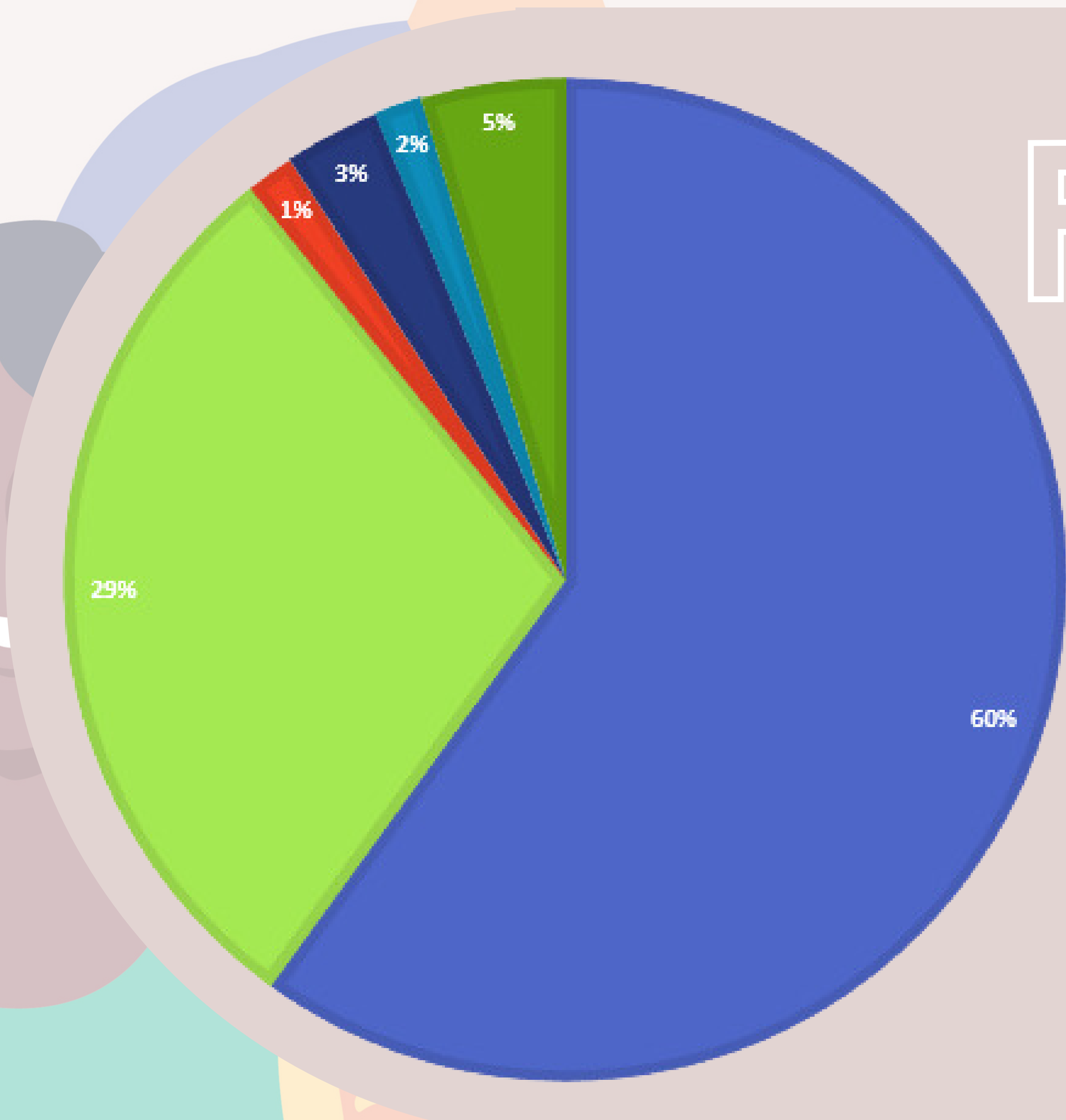


■ Bangladeshi	■ Chinese
■ Indian	■ Pakistani
■ Any other Asian background	■ African
■ Caribbean	■ Any other Black background
■ White and Asian	■ White and Black African
■ White and Black Caribbean	■ Any other Mixed / multiple ethnic background
■ British / English / Welsh / Northern Irish / Scottish	■ Irish
■ Gypsy or Irish Traveller	■ Roma
■ Any other White background	■ Arab
■ Any other ethnic group	■ Prefer not to say

RELIGION/BELIEF

What Is Your Religion Or Belief?

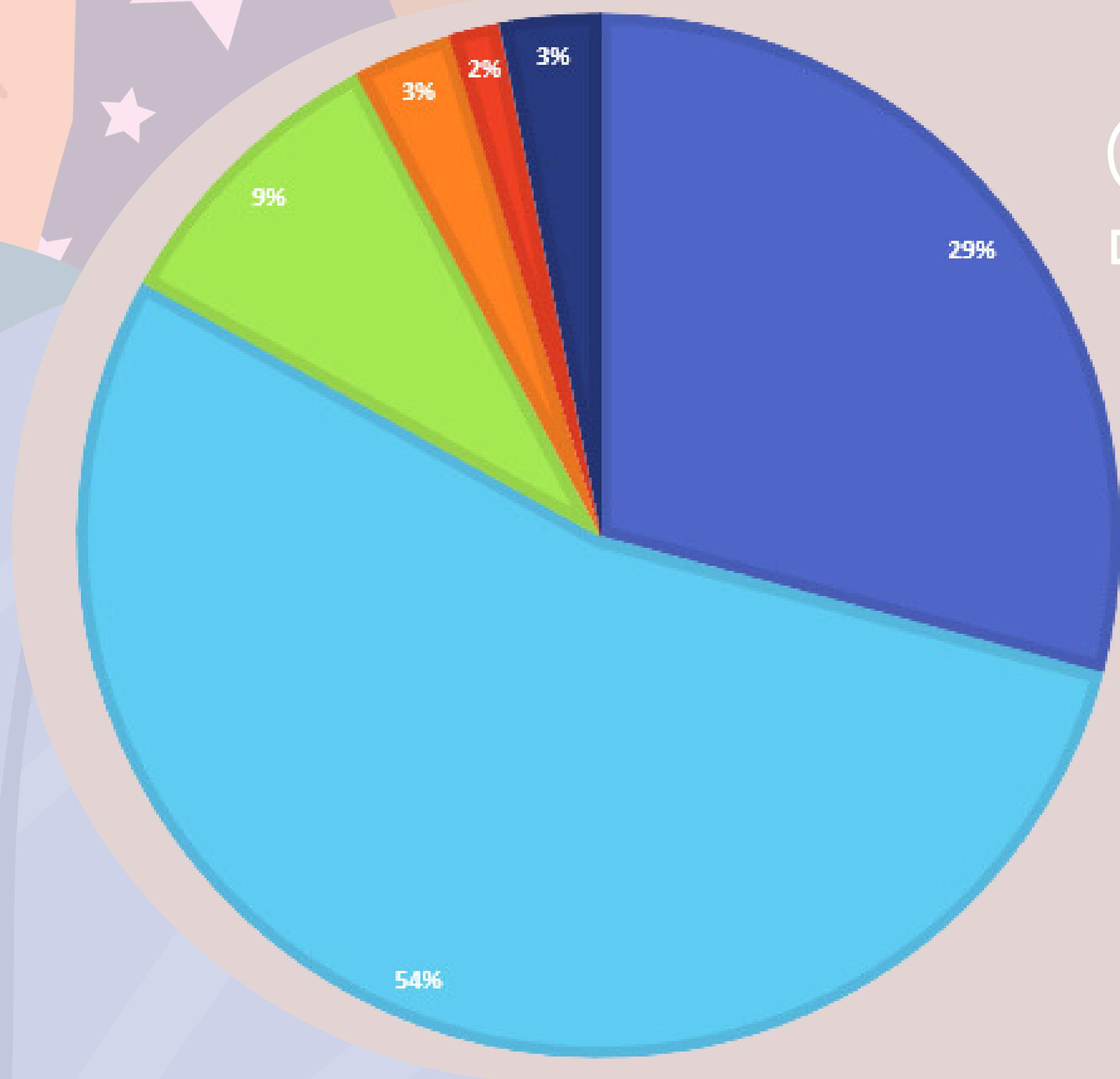
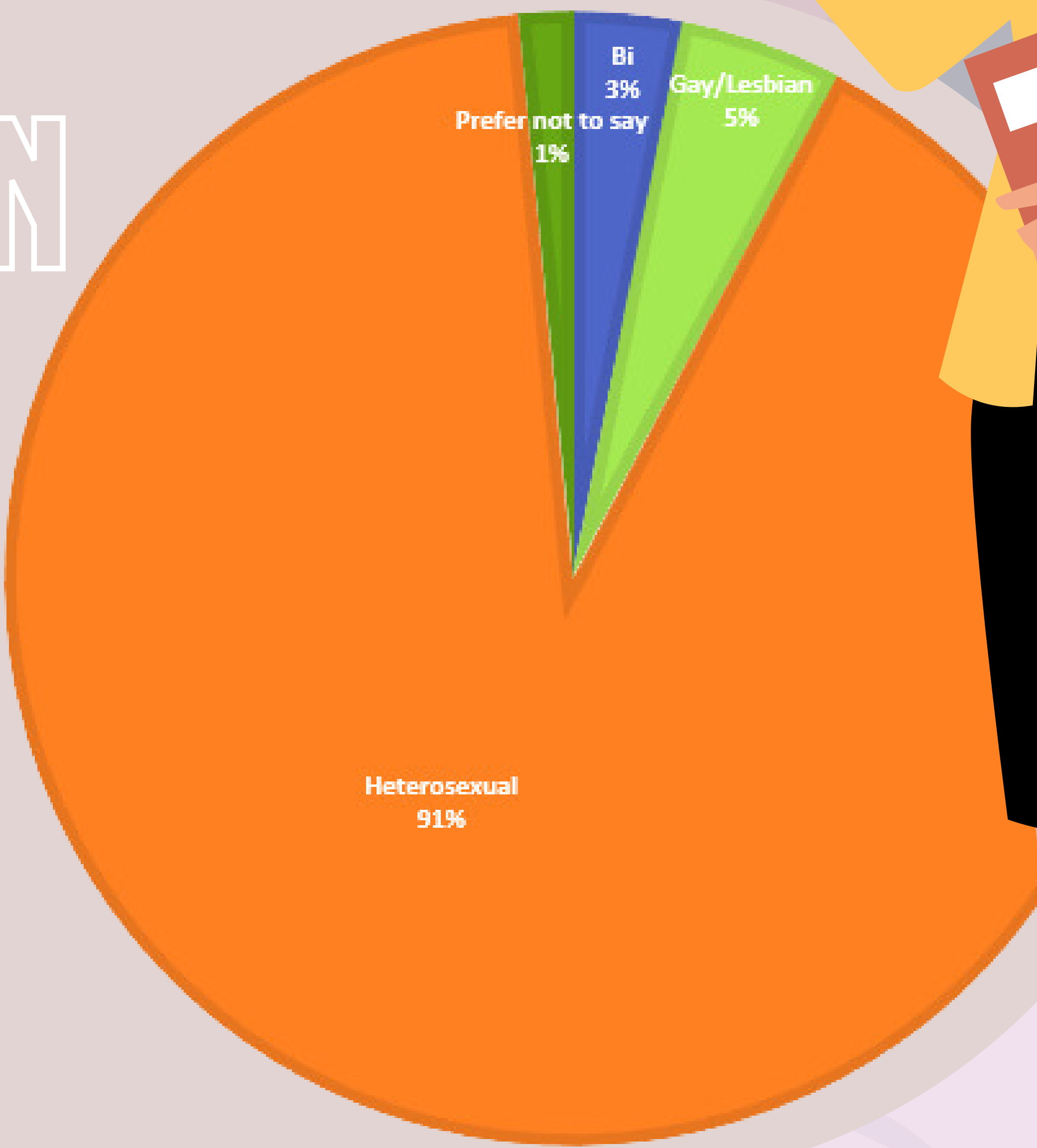
Anecdotal research suggests that colleagues with a religious conviction could bring strong ethical values and different perspectives to the work they do, which is highly advantageous for many sectors. DG celebrates all religions and beliefs.



SEXUAL ORIENTATION

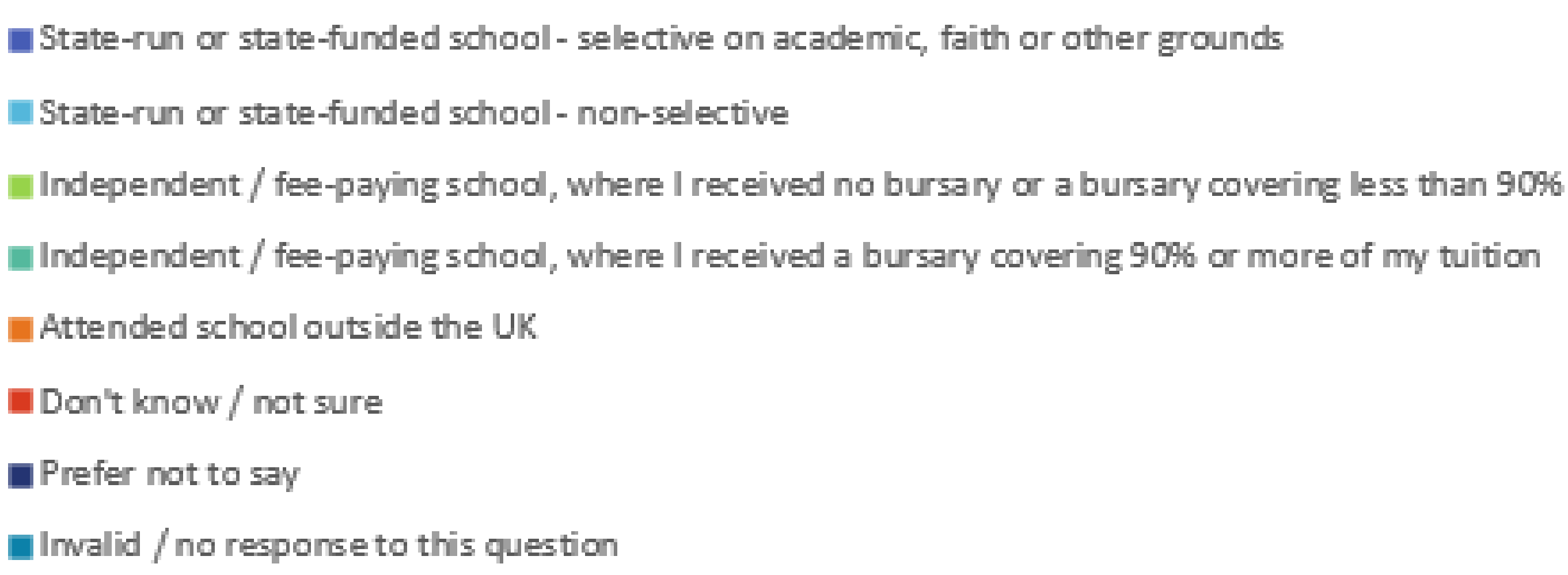
What Is Your Sexual Orientation?

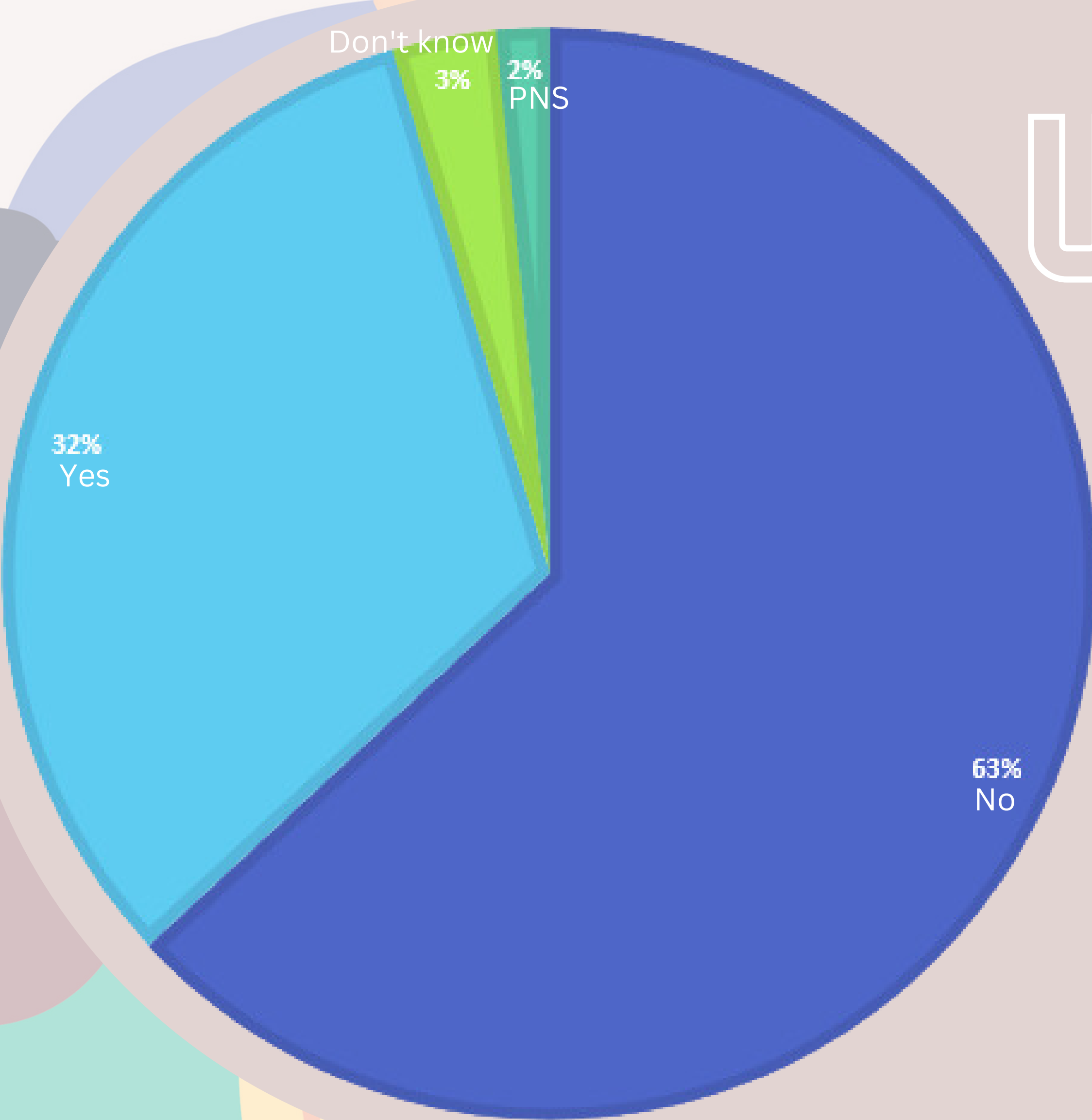
Matters relating to sexual attraction, whilst relevant to the workplace, are generally seen as private (and in some cultures, very private), non-work-related and therefore not openly discussed. This can make sexual orientation especially difficult to talk about, understand, engage with and address as already indicated, and make heterosexism difficult to challenge. But as cultural relations is all about people, relationships, acceptance, understanding and support for aspirations and realising potential, it is not an area to be ignored.



SCHOOL

Which Type Of School Did You Attend For The Most Time Between 11-16?





UNIVERSITY

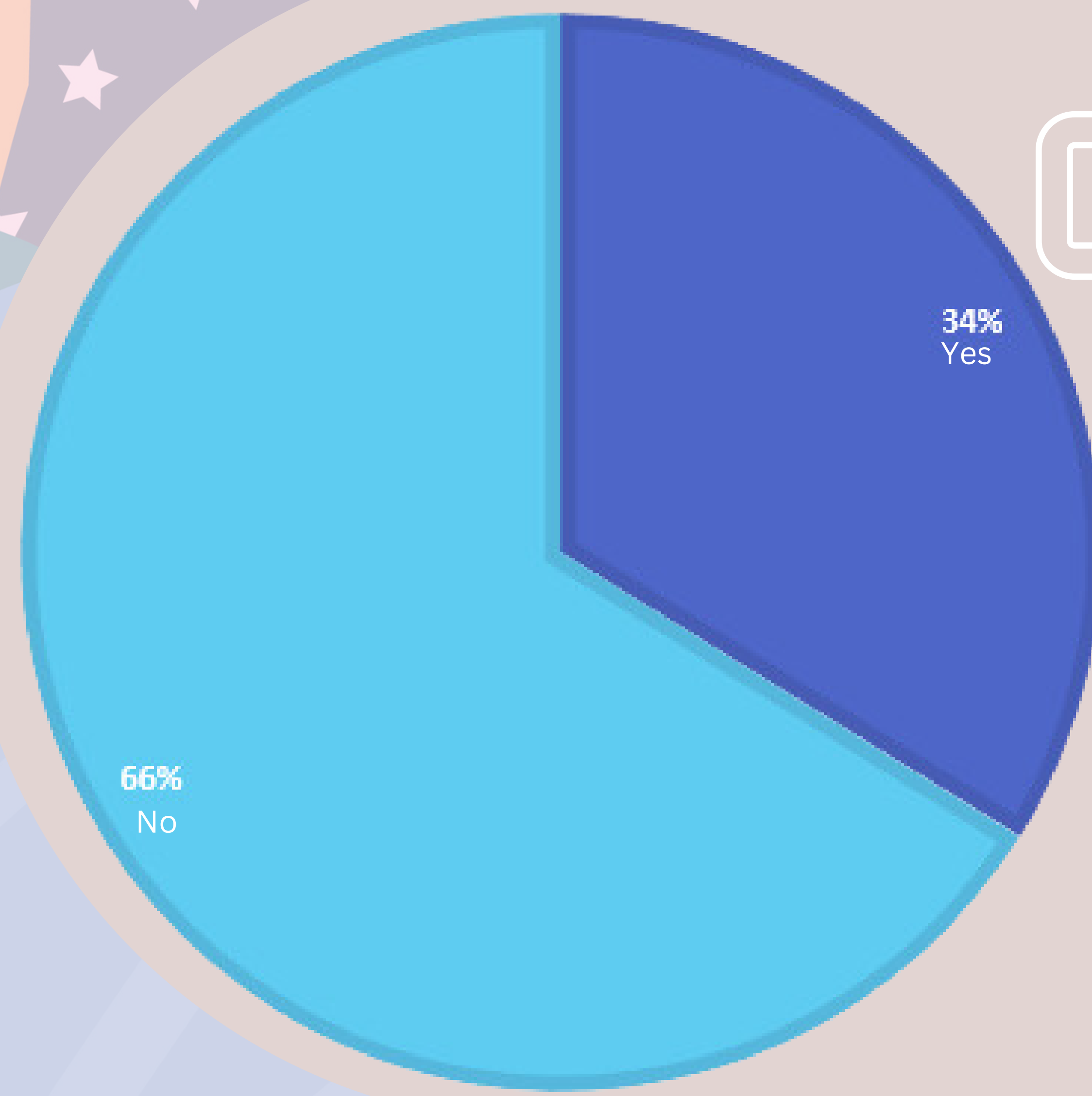
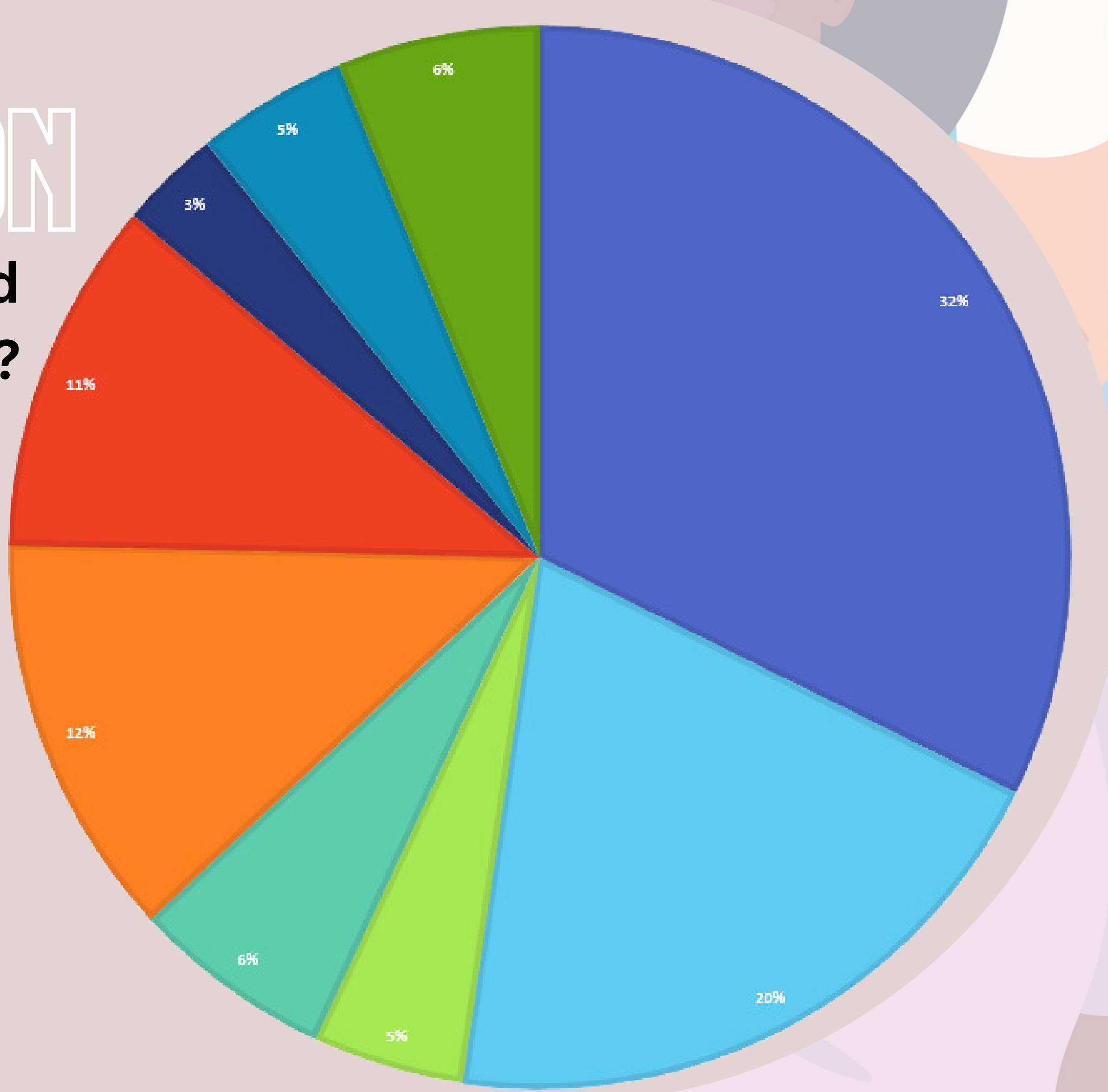
Did Either Of Your Parents Attend University And Gain A Degree By The Time You Were 18?

This information offers greater insight into our staff. This is helpful with recruitment too as it is important to understand the different backgrounds in order to evaluate their applications fairly and contextually. People who come from highly educated, affluent families have different circumstances and experiences compared to students whose parents did not attend or graduate university.

PARENTS OCCUPATION

What Was The Occupation Of Your Main Household Earner When You Were 14?

- Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanic
- Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager
- Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse
- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver
- Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff
- Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner
- Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- Other, such as: retired, this question does not apply to me, I don't know
- Prefer not to say
- Invalid / no response to this question



CARER

Are You A Primary Carer for a Child Or Children Under 18yo?

We understand that for most, work is not the main priority for a person. There are many reasons why, but being a parent or carer to a child/children under 18 is usually a big one.

These findings help us find new policies that will help make that work/life balance easier and take this into consideration