

Cloudesley Trustees and Committee Members' diversity, equity and inclusion audit 2023

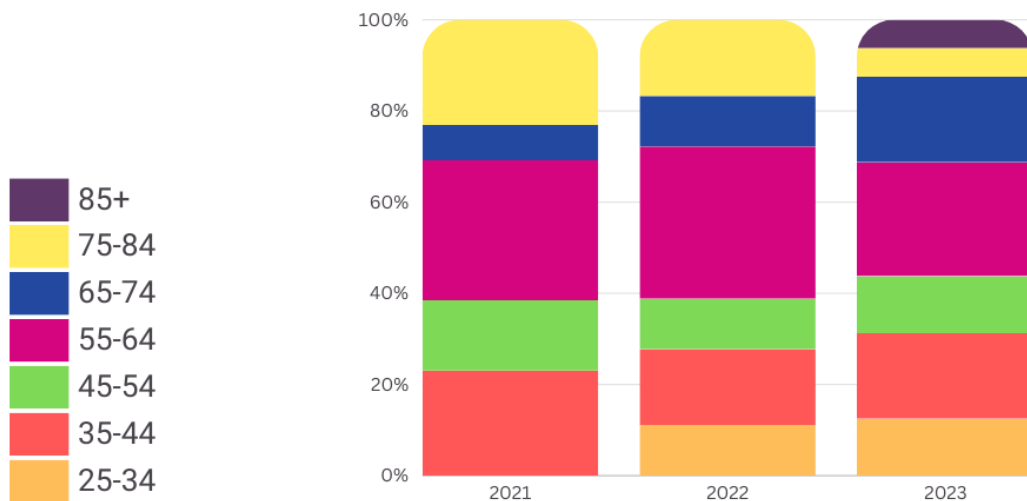
Background

Cloudesley is committed to valuing diversity, promoting equity and equal access, and ensuring inclusion in all it does. We recognise that we need to do more but are strongly committed to combatting racism, discrimination and inequality and ensuring that we work in order to achieve this. We seek to develop and retain a Board that reflects the Islington community within which we work. We will identify and take positive steps to remove any barriers to participation and recruitment of people who are currently underrepresented as Trustees and Committee Members.

In 2023, all current Cloudesley Trustees and Committee Members completed the third annual DEI audit survey. This report summarises the responses. The audit questions asked people to self-identify against a range of questions, which, for the purpose of this summary, we have categorised into groups. Although this categorisation process has removed some of the nuances of people's answers, the summary gives an indication of current Board and committee membership.

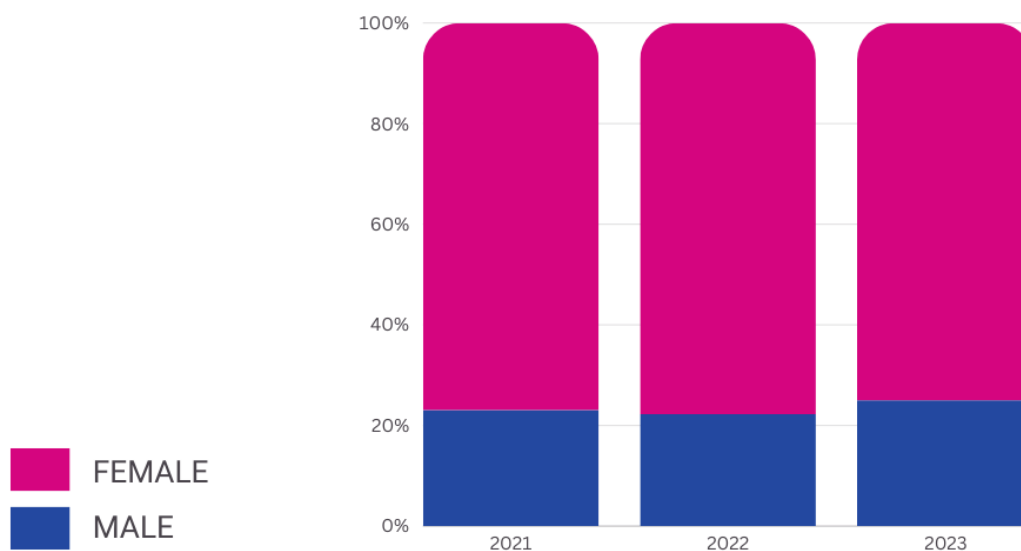
During 2023, Cloudesley appointed two new Trustees (an Elected Trustee and a Deanery Synod Nominated Trustee). One new Committee Member was also recruited.

Age



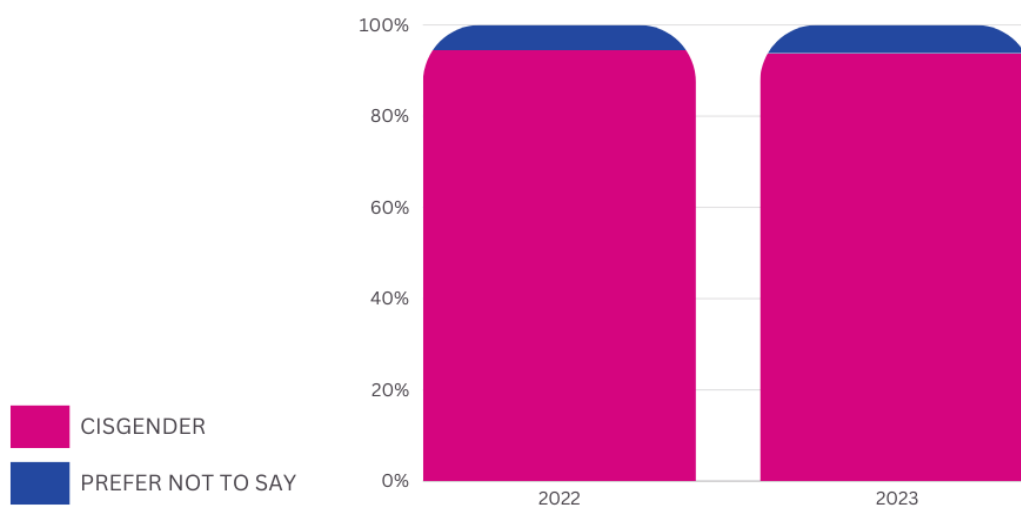
- Of Cloudesley's 16 Trustees and Committee Members, 4 (25%) are aged 55-64.
- This was also the largest age group last year, when 33% were aged 55-64.
- The 25-29 age group is the largest in Islington in 2023, followed by the 30-34 age group.
- The Young Trustees Movement estimate less than 3% of charity trustees are under 30.

Gender



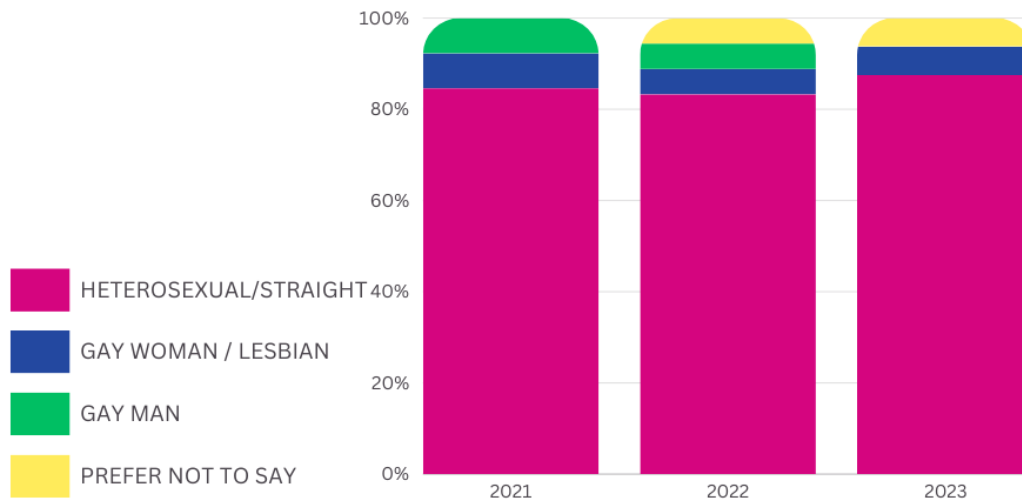
- Of Cloudesley's 16 Trustees and Committee Members, 12 (75%) are women.
- This is similar to last year, when 78% were women.
- The proportion of men is slightly higher than the proportion of women in the borough: 127,000 men and 120,000 women.
- The Inclusive Governance Report 2022 found that 13% of charity Boards have achieved gender parity.

Gender identity



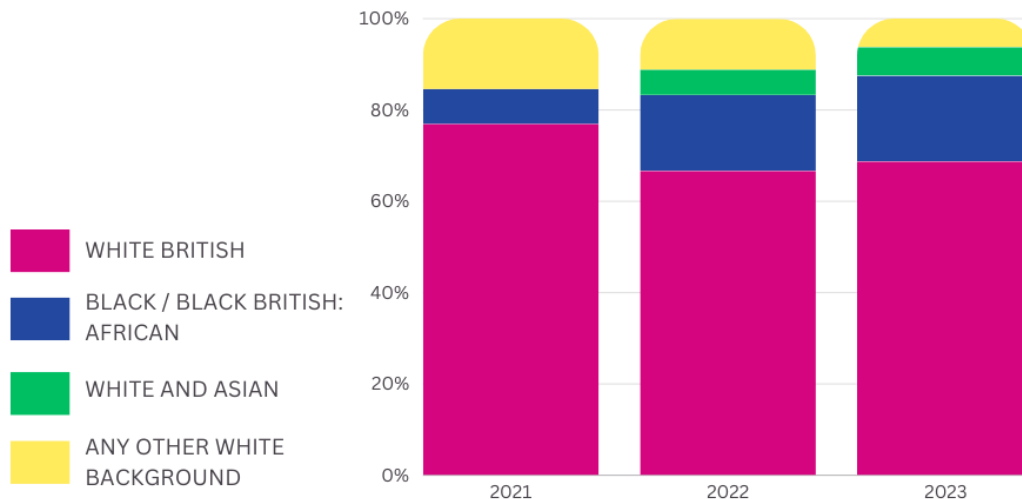
- Of Cloudesley's 16 Trustees and Committee Members 15 (94%) are cisgender.
- This is the same proportion as last year.
- Stonewall's 2022 Take Pride Report estimates that 0.6% of the UK population are trans.

Sexual orientation



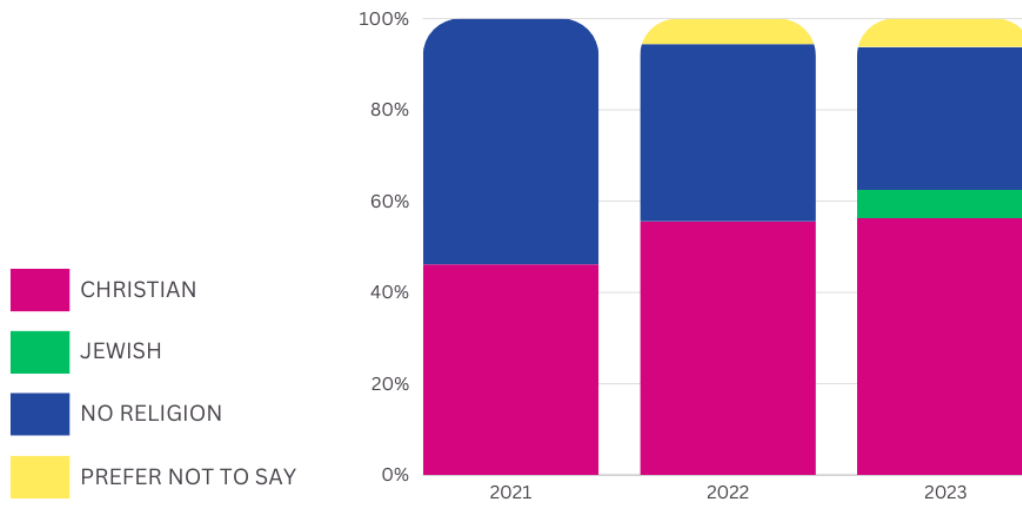
- Of Cloudesley’s 16 Trustees and Committee Members, 14 (88%) are heterosexual or straight.
- This is similar to last year, when 83% were heterosexual or straight.
- Stonewall’s 2022 Take Pride Report estimates that 3.1% of the UK public identify as lesbian, gay or bi.

Ethnicity



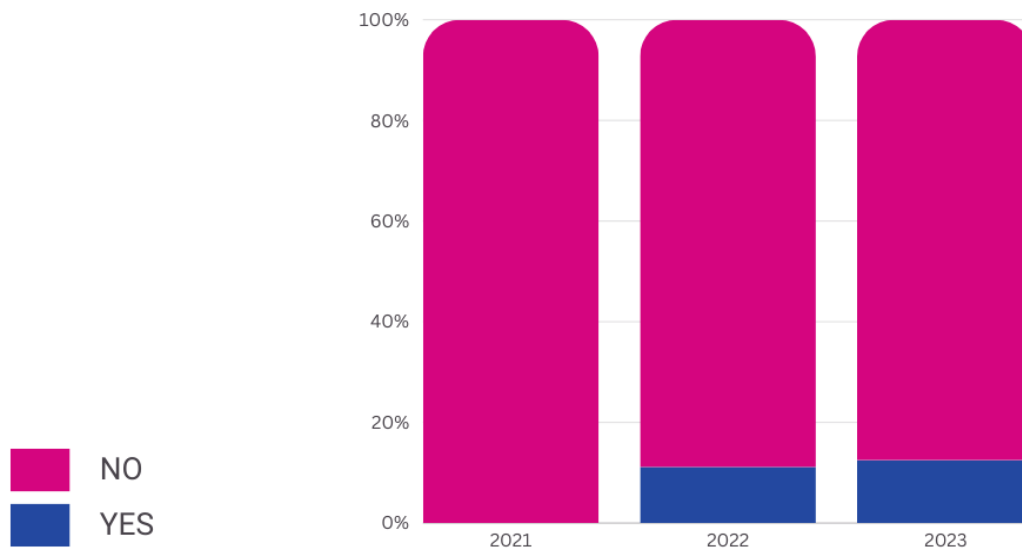
- Of Cloudesley’s 16 Trustees and Committee Members, 11 (69%) are White British.
- This is similar to last year, when 67% were White British.
- 43% of Islington residents were estimated to be “White British/Irish” in 2021.
- The Inclusive Governance Report 2022 found that 29% of charities have all white boards.

Religion



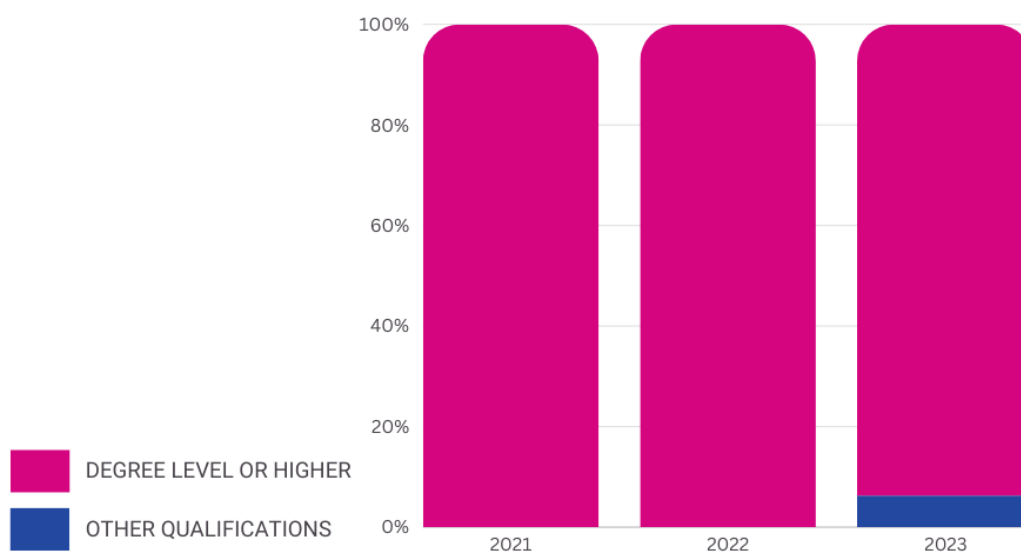
- Of Cloudesley’s 16 Trustees and Committee Members, 9 (56%) are Christian.
- This is the same proportion as last year.
- 59% of Islington’s population reported a religious affiliation in 2021.

Disability



- Of Cloudesley’s 16 Trustees and Committee Members, 2 (13%) consider themselves to have a disability.
- This is similar to last year, when 11% considered themselves to have a disability. The estimated number of Islington residents with a disability in 2023 is 14% of the population.

Education

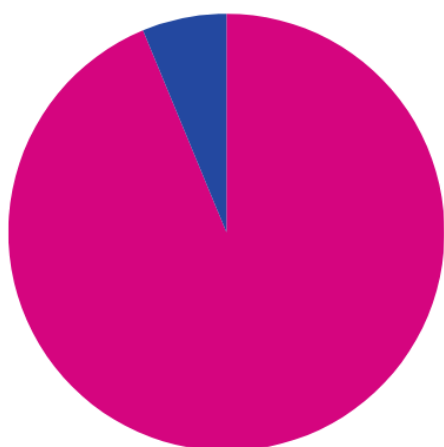


- Of Cloudesley’s 16 Trustees and Committee Members, 15 (94%) are educated to degree-level or higher.
- This is similar to last year, when all were educated to degree-level or higher.
- The Higher Education entry percentage by age 25 in 2021/22 was 49%.

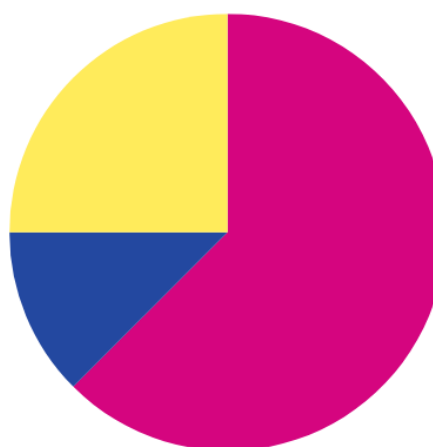
Socio-economic background

What is your current or most recent occupation?

- Professional occupation
- Intermediate occupation
- Lower socio-economic occupation



What was the occupation of your main household earner when you were about aged 14?



- Of Cloudesley’s 16 Trustees and Committee Members, 15 (94%) are in professional occupations, and the parents of 10 (62.5%) were in professional occupations.
- This is the first year data on socio-economic background has been collected.

- The following national benchmarks for the entire workforce for parental occupation at age 14 were calculated by the Social Mobility Commission: 37% professional, 24% intermediate, 39% lower socio-economic group.

Sources

- [State of Equalities in Islington Report 2023](#)
- [Young Trustees Movement](#)
- [Charities Inclusive Governance Report 2022](#)
- [Take Pride report 2022](#)
- [Participation measures in higher education: academic year 2021/22](#)
- [Social Mobility Commission toolkit 2021](#)