			TAL uses from 155
CII GOVERNANCE DIVERSITY MONITORING 2013		(103 responses from 155 Board / Committee members)	
PROTECTED CHARACTERISTICS		No. of	% of overal
		responses	responses
		overall	received
	Overall Response	received 103	66%
ETHNICITY MONITORING	Overall Response	103	00 /6
How would you describe yourself?			
,	Bangladeshi		
Asian or Asian British	Chinese		
Black or Black British	Indian	2	1%
	Pakistani Any other Asian background	1	1%
	African	2	1%
	Caribbean	1	1%
Mixed Hertiage White	White and Asian		
	White and Black African		
	White and Black Caribbean		
	British/English/Northern Irish/Scottish/Welsh Irish	90	58% 1%
	Gypsy/Irish traveller	2	1 70
VVIIIC	European		
Arab			
Ethnicity unknow	Ethnicity unknown		
Prefer not to say	Prefer not to say	2	1%
AGE MONITORING	40.05		
	16-25		20/
	26-35 36-45	17	3% 11%
	46-55	41	26%
	56+	33	21%
	Prefer not to say	7	5%
	No Response	1	1%
MONITORING DISABILITY			
Do you consider yourself to have a disability or a long term	Yes	14	9%
health condition?	No Von	88	57%
	Yes No	5 68	3% 44%
Used to have a disability but now recovered	Prefer not to say	3	2%
	No response	19	12%
	A specific learning diffculty such as dyslexia, dyspraxia, ADHD	1	1%
	General learning disability (such as Down's syndrome)		
	A social/communication impairment such as Asperger's syndrome/other autistic		
	spectrum disorder A long standing illness or health condition such as cancer, HIV, diabetes, chronic		
	heart disease or epilspsy	4	3%
If you have answered Yes - which is the most appropriate to	A mental health condition, such as depression, schizophrenia or anxiety disorder	-	376
your condition(s)	A physcial impairment or mobility issues, such as difficulty using arms or usinga		
	wheelchair or crutches	5	3%
	Deaf or serious hearing impairment		
	Blind or servous visual impairment uncorrected by glasses A disability, impairment or medical condition not listed above	2	10/
	Prefer not to say	3	1% 2%
What is the effect or impact of your disability or health	Response	6	4%
condition?	No response	2	1%
GENDER MONITORING			
Would you describe yourself as male or female?	female	37	24%
	male	53	34%
	Prefer not to say	2	1%
	Yes		440
Do you identify as transgender/transsexual?	No Profes not to cov	63	41% 1%
SEXUAL ORIENTATION MONITORING	Prefer not to say	•	1 70
SEXUAL UNICHTATION MONITORING	Bisexual		1%
		1	170
	Gay Man	1	1%
What is your assured a first time?	Gay Woman/Lesbian		
What is your sexual orientation?	Gay Woman/Lesbian Hetrosexual/Straight		
What is your sexual orientation?	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response	92	1% 59%
	Gay Woman/Lesbian Hetrosexual/Straight	1	1%
	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say	92	1% 59% 3%
	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single	92 5	1% 59% 3%
	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married	92	1% 59% 3%
	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single	92 5	1% 59% 3%
	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership	1 92 5 11 73	1% 59% 3% 7% 47%
	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried	1 92 5 11 73	1% 59% 3% 7% 47%
	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed	1 92 5 11 73 2 3 4	1% 59% 3% 7% 47% 1% 2% 3%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced	1 92 5 11 73	1% 59% 3% 7% 47% 1% 2%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting	1 92 5 11 73 2 3 4	1% 59% 3% 7% 47% 1% 2% 3%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i	1 92 5 11 73 2 3 4	1% 59% 3% 7% 47% 1% 2% 3%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist	1 92 5 11 73 2 3 4	1% 59% 3% 7% 47% 1% 2% 3% 5%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian	1 92 5 11 73 2 3 4	1% 59% 3% 7% 47% 1% 2% 3%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist	1 92 5 11 73 2 3 4	1% 59% 3% 7% 47% 1% 2% 3% 5%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu	1 92 5 11 73 2 3 4	1% 59% 3% 7% 47% 1% 2% 3% 5%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain	1 92 5 11 73 2 3 4 7	1% 59% 3% 7% 47% 1% 2% 3% 5%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian	1 92 5 11 73 2 3 4 7	1% 59% 3% 7% 47% 1% 2% 3% 5%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto	1 92 5 11 73 2 3 4 7	1% 59% 3% 7% 47% 1% 2% 3% 5%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto Sikh	1 92 5 11 73 2 3 4 7	1% 59% 3% 7% 47% 1% 2% 3% 5%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto Sikh Tao	1 92 5 11 73 2 3 4 7	1% 59% 3% 7% 47% 1% 2% 3% 5%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto Sikh Tao Zoroastrian	1 92 5 11 73 2 3 4 7	1% 59% 3% 7% 47% 1% 2% 3% 5%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto Sikh Tao	1 92 5 11 73 2 3 4 7	1% 59% 3% 7% 47% 1% 2% 3% 5%
MARITAL STATUS MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto Sikh Tao Zoroastrian Any other Religion or Belief - response	1 92 5 11 73 2 3 4 7 66 1 1 3	1% 59% 3% 7% 47% 1% 2% 3% 5% 43% 1% 1%
MARITAL STATUS MONITORING RELIGION AND BELIEF MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto Sikh Tao Zoroastrian Any other Religion or Belief - response No Religion	1 92 5 11 73 2 3 4 7 66 1 3	1% 59% 3% 7% 47% 1% 2% 3% 5% 43% 1% 1% 1% 17%
RELIGION AND BELIEF MONITORING CARE RESPONSIBILITIES MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto Sikh Tao Zoroastrian Any other Religion or Belief - response No Religion Prefer not to say Yes	1 92 5 11 73 2 3 4 7 66 1 3	1% 59% 3% 7% 47% 1% 2% 3% 5% 43% 1% 1% 1% 17%
CARE RESPONSIBILITIES MONITORING Do you have childcare responsibilities for children up ot the	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jin Jewish Muslim Rastafarian Shinto Sikh Tao Zoroastrian Any other Religion or Belief - response No Religion Prefer not to say Yes No	1 92 5 5 11 73 4 4 7 7 1 26 3 3 32 62	1% 59% 3% 7% 47% 1% 2% 3% 5% 43% 1% 1% 1% 2% 21% 40%
RELIGION AND BELIEF MONITORING CARE RESPONSIBILITIES MONITORING	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto Sikh Tao Zoroastrian Any other Religion or Belief - response No Religion Prefer not to say Yes No Prefer not to say	1 92 5 5 11 73 4 4 7 7 1 1 26 3 3 32 62 2	1% 59% 3% 7% 47% 1% 2% 3% 5% 43% 1% 1% 2% 24% 40% 1%
RELIGION AND BELIEF MONITORING CARE RESPONSIBILITIES MONITORING Do you have childcare responsibilities for children up ot the age of 18?	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto Sikh Tao Zoroastrian Any other Religion or Belief - response No Religion Prefer not to say Yes, 1-19 hours a week	1 92 5 5 11 73 4 4 7 7 1 1 26 3 3 32 62 2 22 22 5 5 1 1 1 1 1 1 1 1 1 1 1 1 1	1% 59% 3% 7% 47% 1% 2% 3% 5% 43% 1% 2% 43% 1% 2% 21% 40% 1% 14%
CARE RESPONSIBILITIES MONITORING Do you have childcare responsibilities for children up ot the age of 18? Do you look after, or give any help or support to family	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto Sikh Tao Zoroastrian Any other Religion or Belief - response No Religion Prefer not to say Yes, 1-19 hours a week Yes, 20-49 hours a week Yes, 20-49 hours a week Prefer not to say Yes, 1-19 hours a week Yes, 20-49 hours a week	1 92 5 5 11 73 4 4 7 7 1 1 26 3 3 32 62 2 22 1 1	1% 59% 3% 7% 47% 1% 2% 3% 5% 43% 1% 2% 43% 1% 2% 21% 40% 1% 14% 1%
RELIGION AND BELIEF MONITORING CARE RESPONSIBILITIES MONITORING Do you have childcare responsibilities for children up ot the age of 18?	Gay Woman/Lesbian Hetrosexual/Straight Any other sexual orientation, response Prefer not to say Single Married Civil Partnership Remarried Separated Divorced Widowed Co-habiting Baha'i Buddhist Christian Hindu Jain Jewish Muslim Rastafarian Shinto Sikh Tao Zoroastrian Any other Religion or Belief - response No Religion Prefer not to say Yes, 1-19 hours a week	1 92 5 5 11 73 4 4 7 7 1 1 26 3 3 32 62 2 22 22 5 5 1 1 1 1 1 1 1 1 1 1 1 1 1	1% 59% 3% 7% 47% 1% 2% 3% 5% 43% 1% 2% 43% 1% 2% 21% 40% 1% 14%