

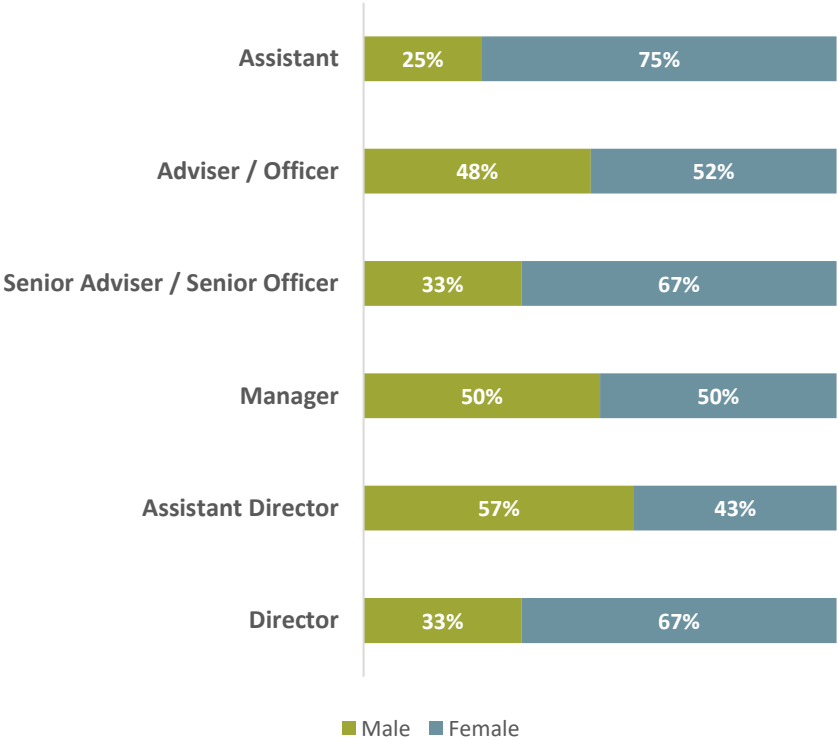
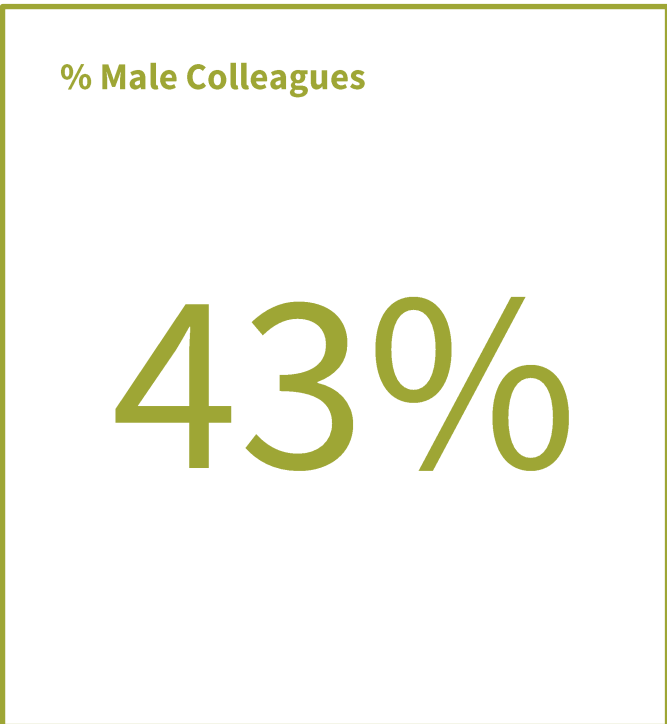
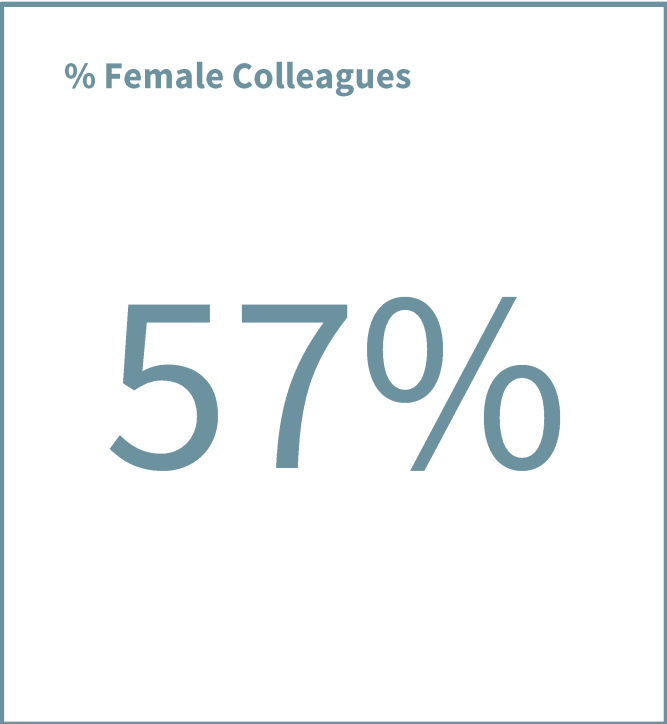


ABI Voluntary DEI Disclosure Survey Results 2022

Data as at September 2022

Gender

The ABI's overall **gender split** in 2022 is:

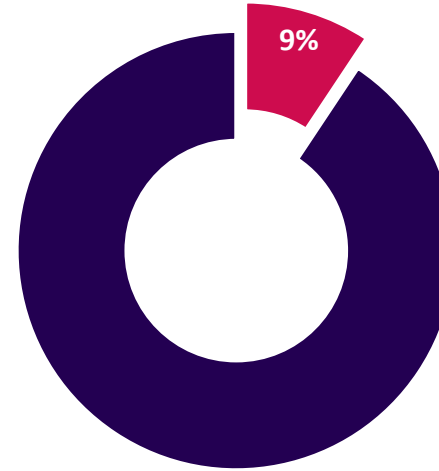


Gender Distribution by Job Family

Sexual Orientation

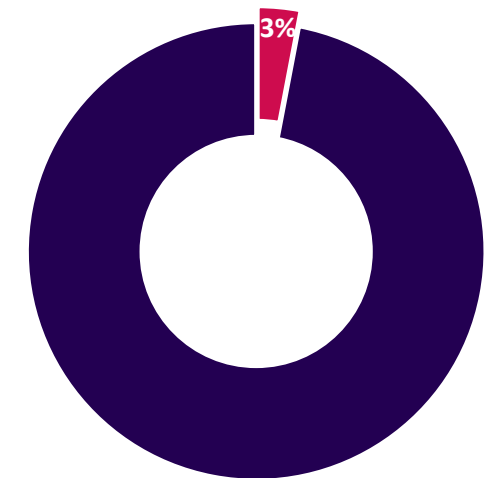
Proportion of colleagues who **identify as LGBTQ+.**

Proportion of LGBTQ+ Colleagues



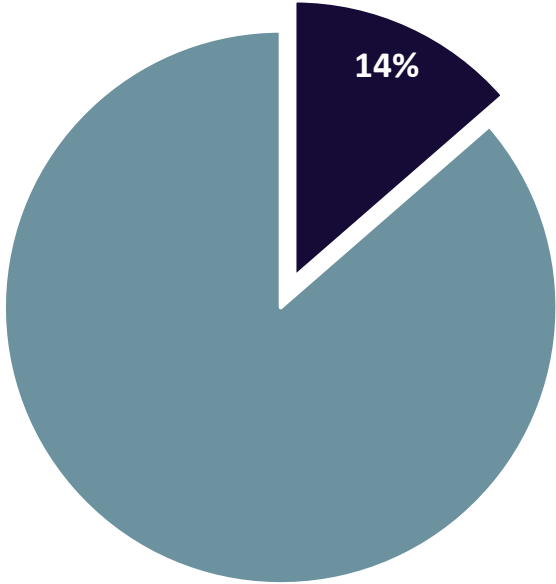
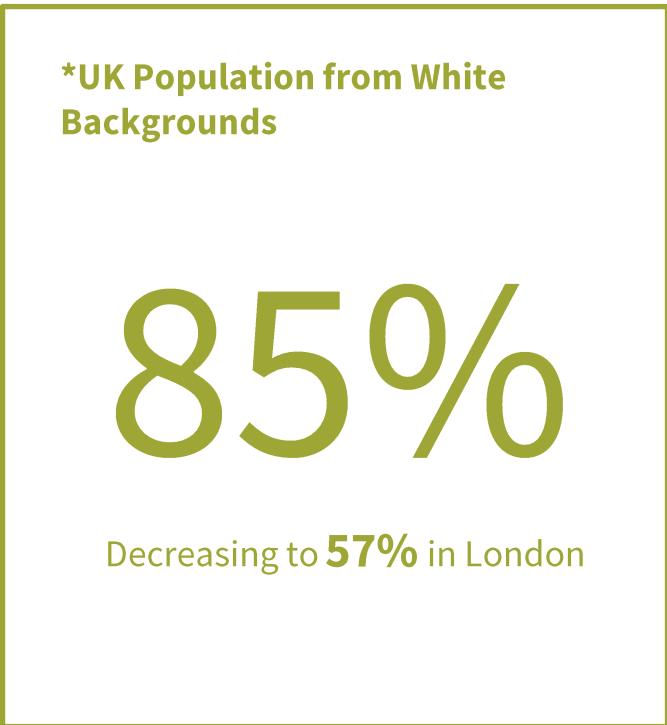
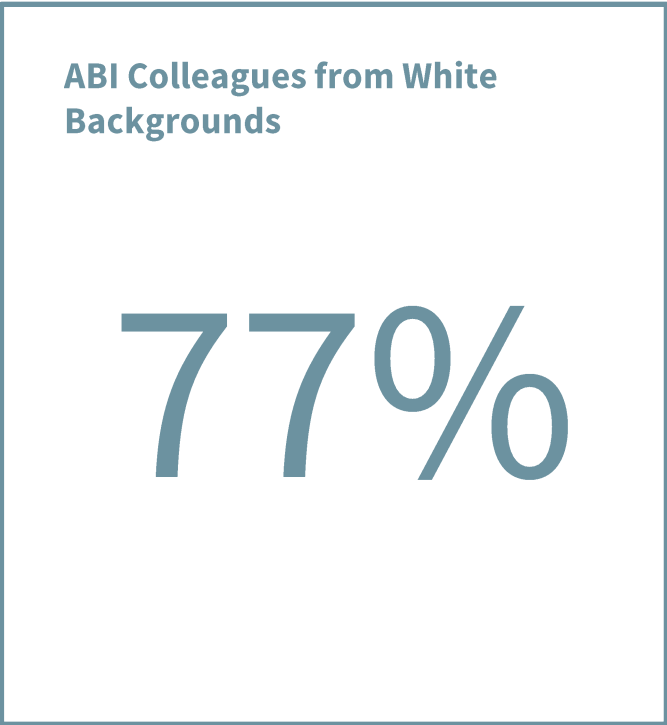
9% of colleagues did not disclose their sexuality

***Proportion of the UK Population who Identify as Lesbian, Gay or Bisexual**



*Source: ONS report released in May 2021

Ethnic Background



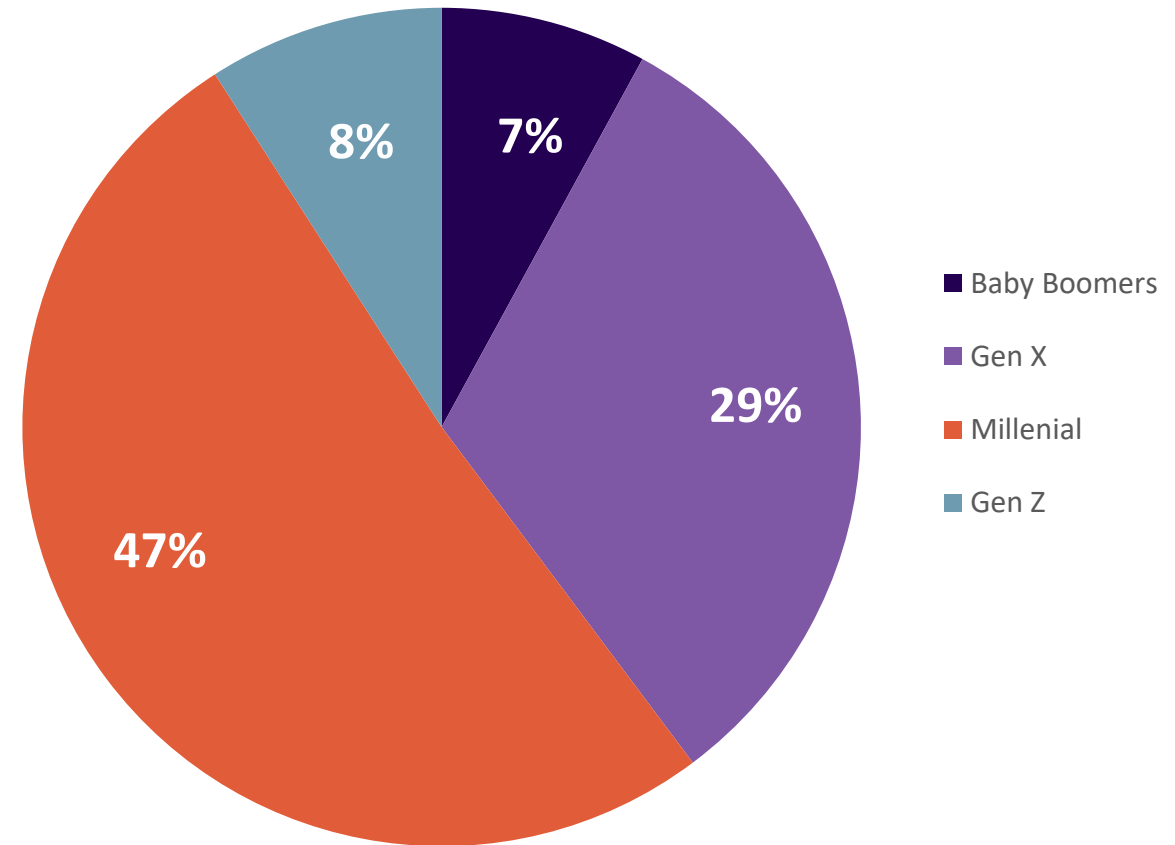
Proportion of Colleagues from Ethnically Diverse Backgrounds

8% of colleagues did not disclose their ethnic background

Age

The ABI as a workplace contains **four** generations:

Generation	Current Age (as at 2022)
Baby Boomers	58 to 67
Gen X	42 to 57
Millennial	26 to 41
Gen Z	10 to 25

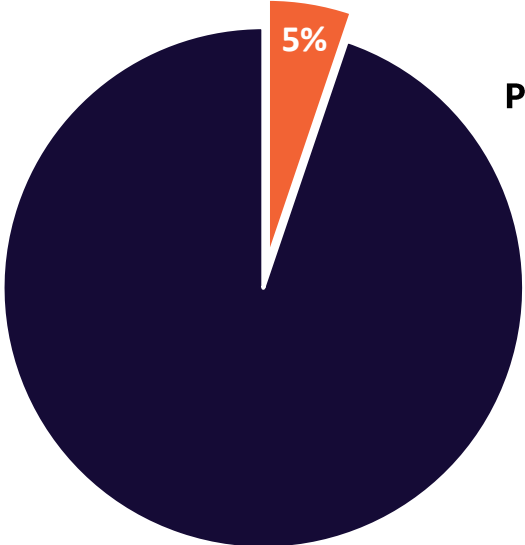


This graph contains approximate percentages due to the way age data is collected

8% of colleagues did not disclose their age

Disability

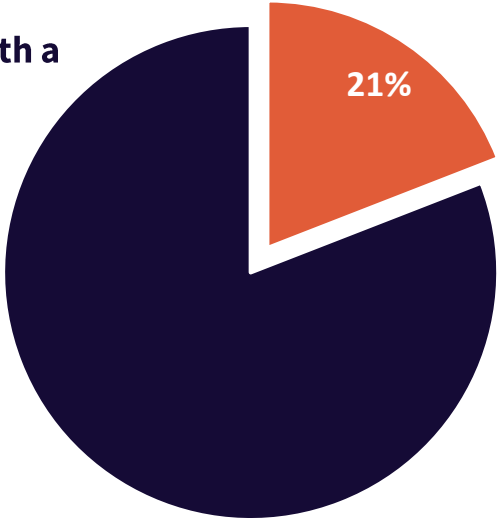
Proportion of ABI colleagues with a **disability**.



Proportion of Colleagues with a Disability

8% of colleagues did not disclose if they are disabled

*UK Working Age Adults with a Disability

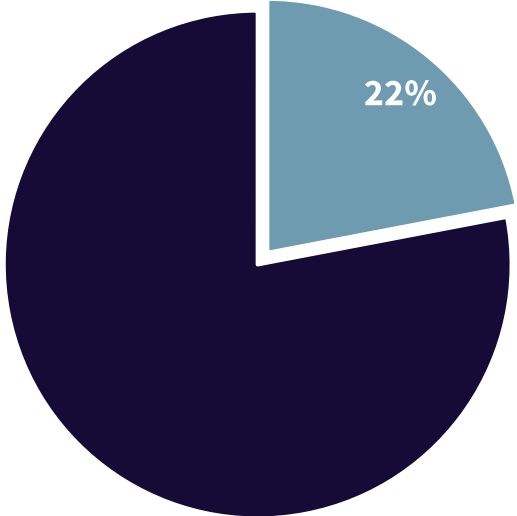


*Source: [Scope](#)

Social Mobility

Proportion of ABI colleagues who are **privately educated** and are eligible for **free school meals**.

The ABI also collects data on **parental occupation**. As this is a new category, we don't yet have enough data to publish an accurate picture of the make up of our workforce in this respect.

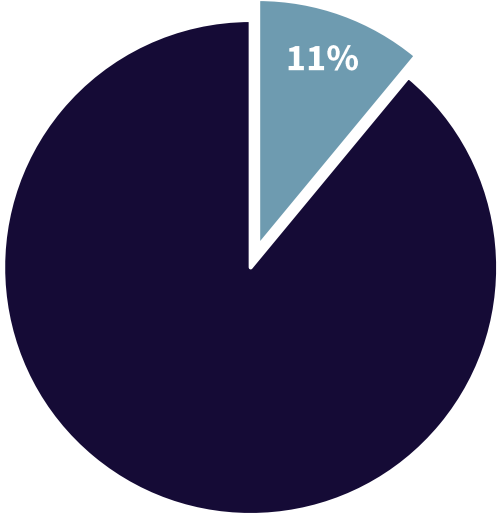


Proportion of Colleagues who are Privately Educated

*7.5% of the UK population are privately educated

Proportion of Colleagues who were eligible for free school meals

*15% of the UK population were eligible for free school meals



*Source: [Social Mobility Works](#)

Information

- Data is based on information provided by ABI employees as part of a **voluntary data collection**.
- Data is inclusive of the **entire ABI population**, including interns and colleagues on fixed term contracts.
- Data is based on an overall **disclosure rate of 92%**. This can vary slightly in some categories.
- Analysis is based on data as at **September 2022**.

