



# ABI Voluntary DEI Disclosure Survey 2023

Data at 8 September 2023



# Our Vision

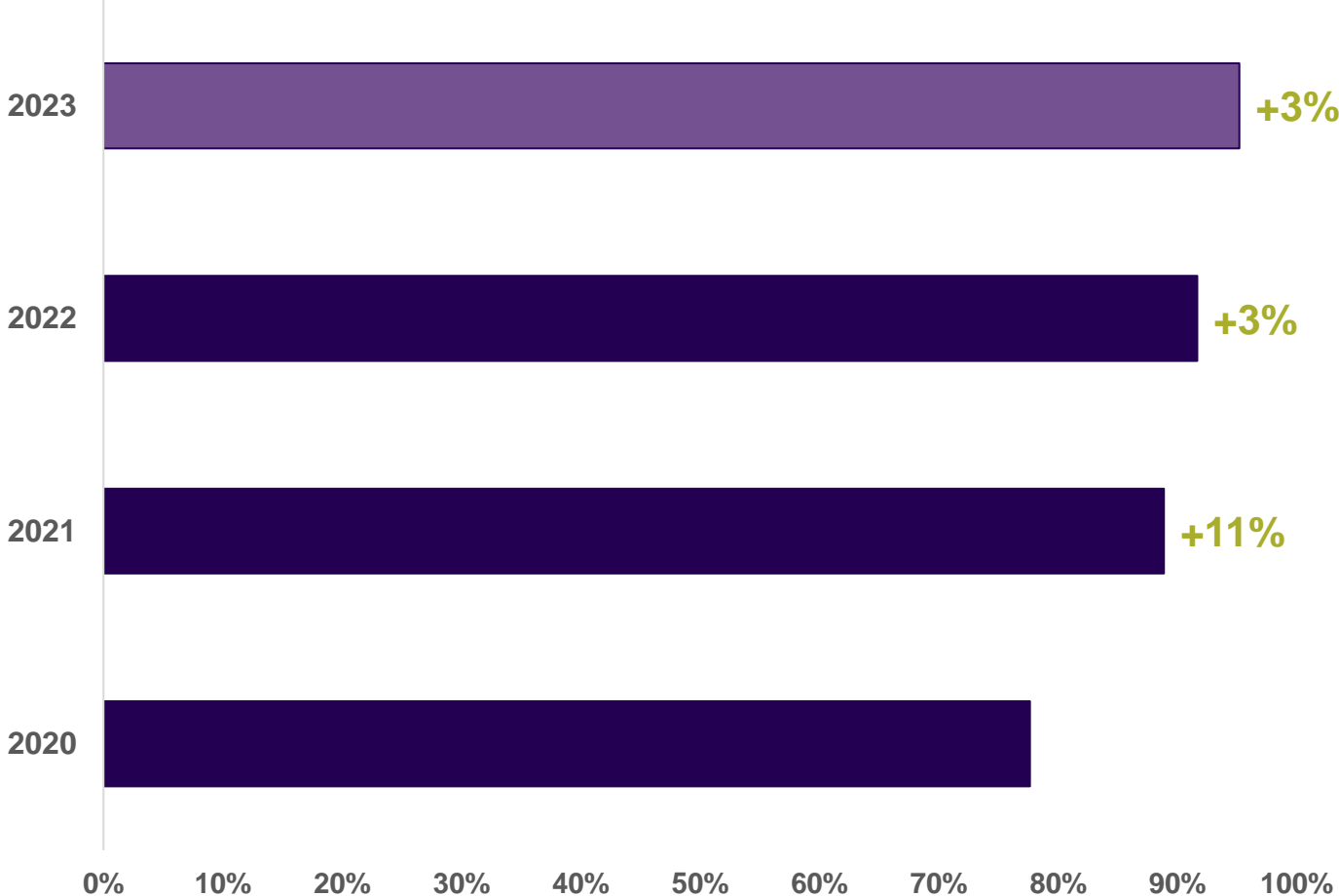
“Our vision is for all prospective and existing colleagues to have the right resources for them to begin, develop and thrive in their ABI careers and beyond.

We want equity for all, regardless of individual background and to make sure we represent the society our members serve.”

# Disclosure Rate

We are now in the fourth year of running our internal DEI data collection. We began with a disclosure rate of 78% and **have now achieved 95%** among our highest disclosed areas.

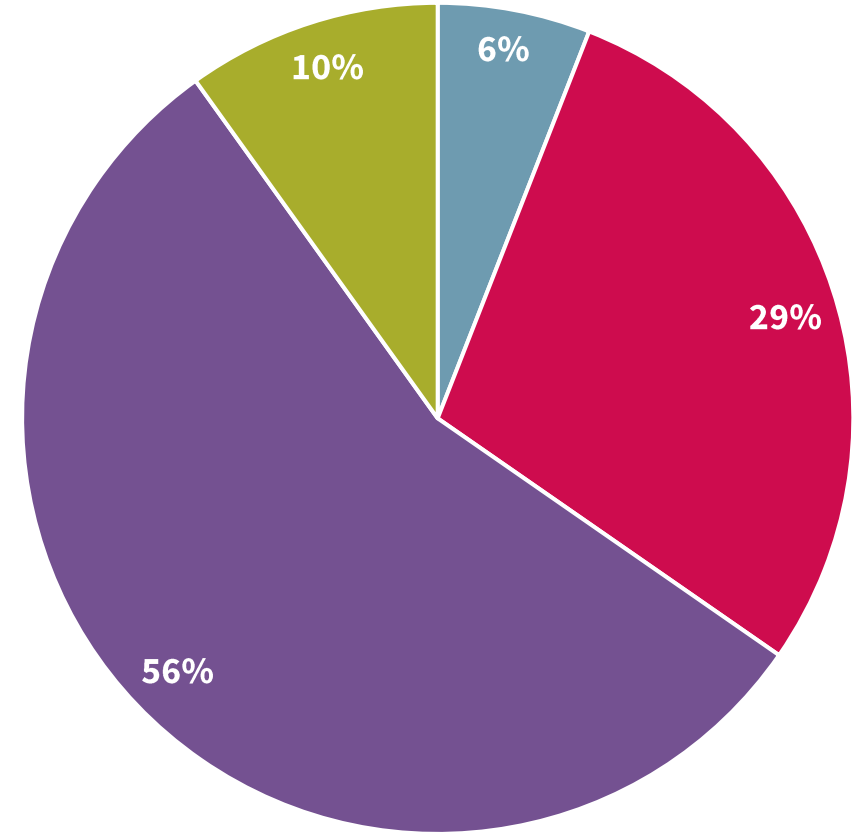
In our [2023 DEI Strategy](#), we set ourselves a target of achieving **over 95% disclosure by 2026**. The strategy also contains full details of our targets and planned action.



# Age

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

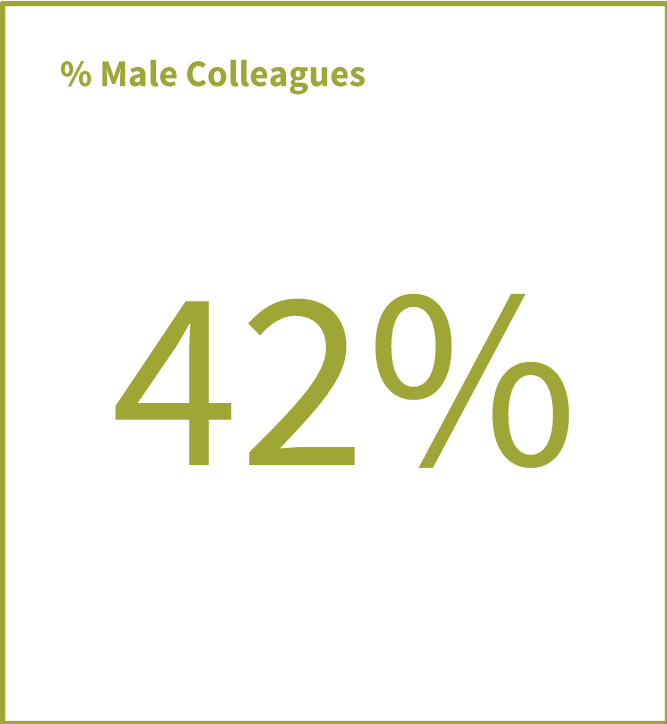
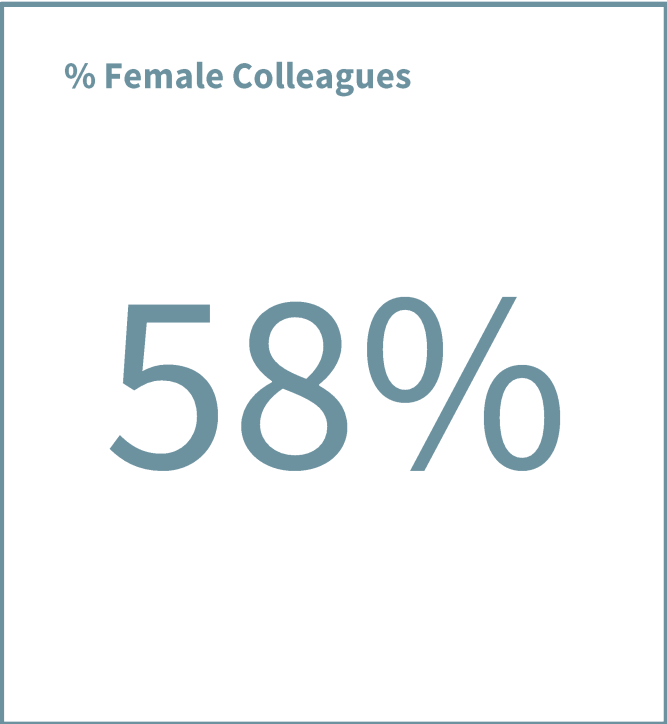
Generation	Current Age (as at 2023)
Baby Boomers	59 to 77
Gen X	42 to 58
Millennial	27 to 41
Gen Z	11 to 26



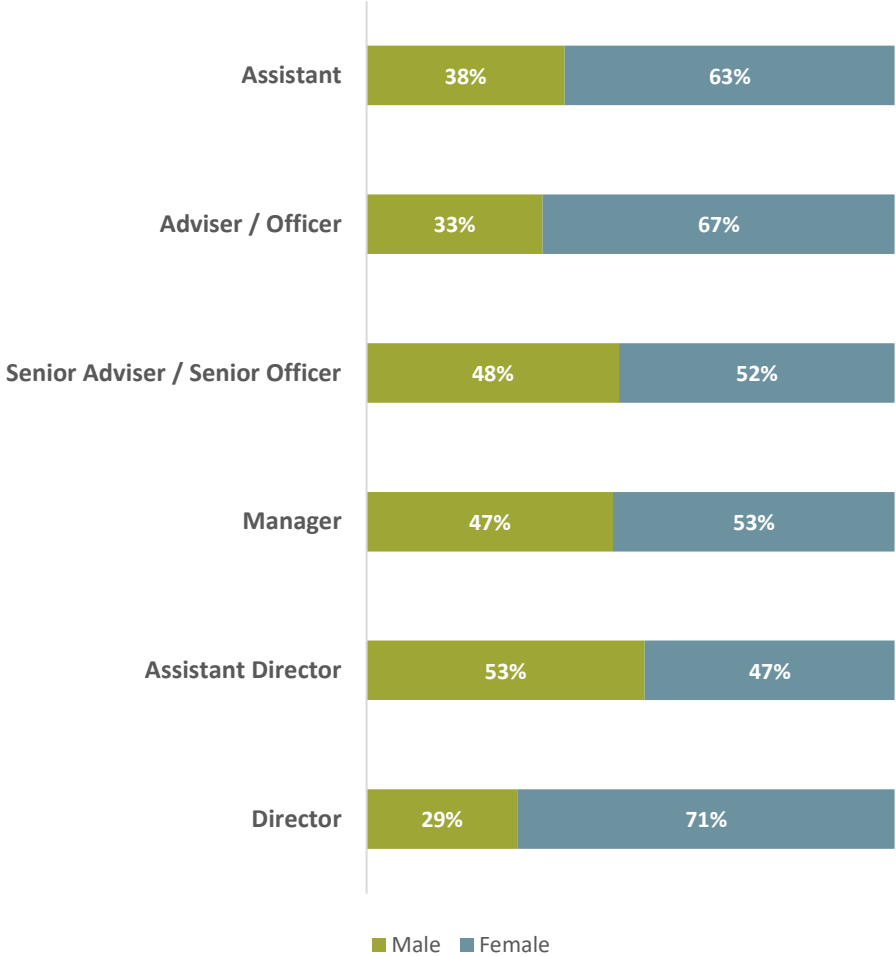
■ Baby Boomers ■ Gen X ■ Millennial ■ Gen Z

# Gender

Our gender split in 2023 is:



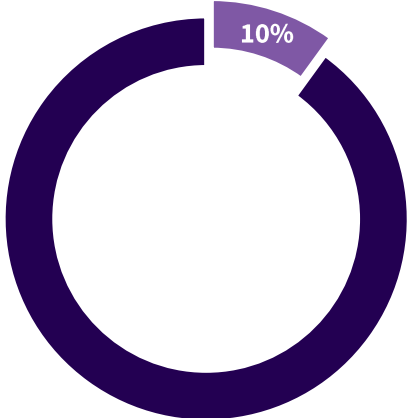
Gender by Job Family



# Sexual Orientation

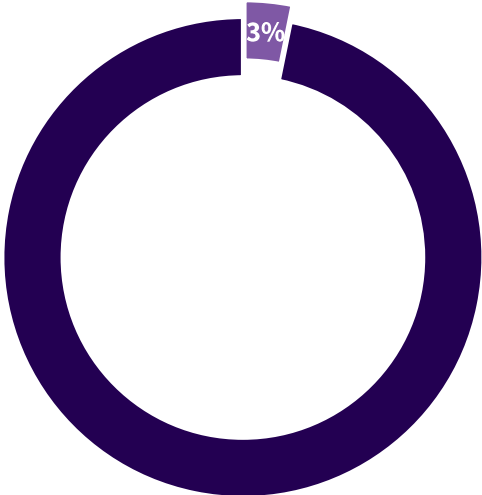
The proportion of our colleagues who identify as LGBTQ+ **has remained stable** over the past four years and consistently **tracks above** the UK average.

## Proportion of LGBTQ+ Colleagues 2023



6% of colleagues did not disclose their sexuality

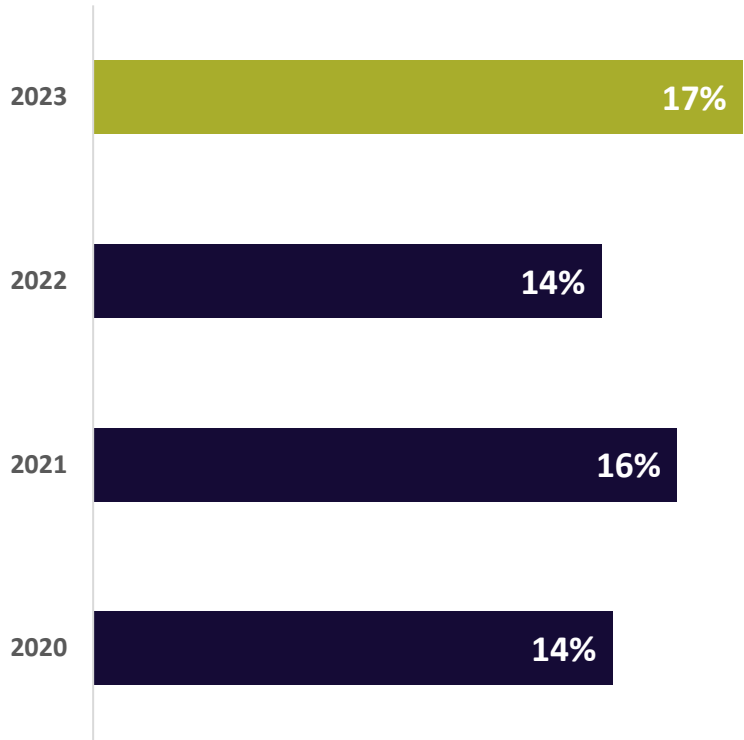
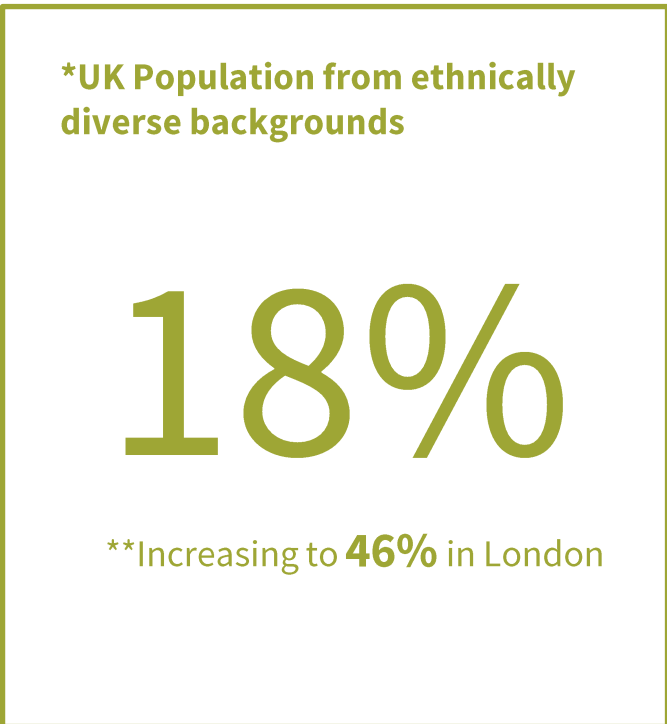
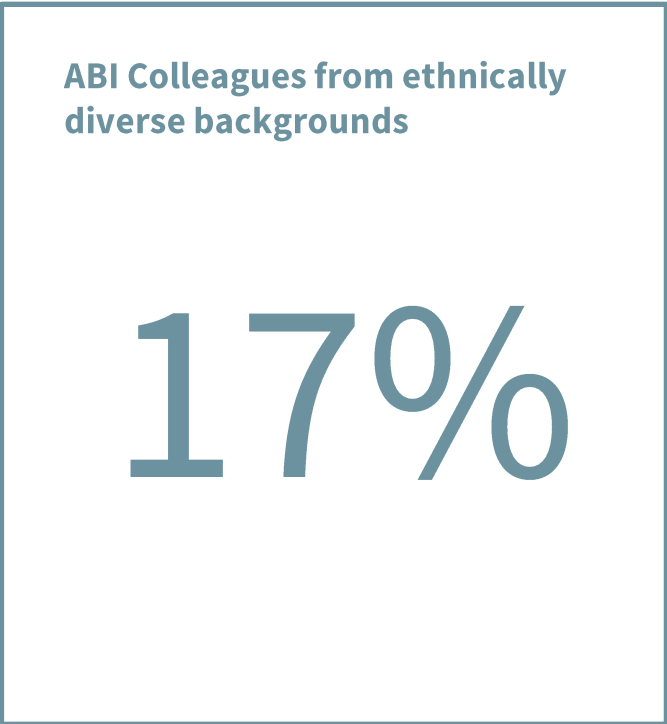
## Proportion of the UK Population who Identify as LGB+



\*Source: [ONS Census Data report 2021](#)

# Ethnic Background

We have seen an **increase of 3% in the proportion of colleagues from ethnically diverse backgrounds since 2022** – just one person off our 2026 target of the national benchmark.



**Proportion of Colleagues from Ethnically Diverse Backgrounds**

5% of colleagues did not disclose their ethnic background

# Disability

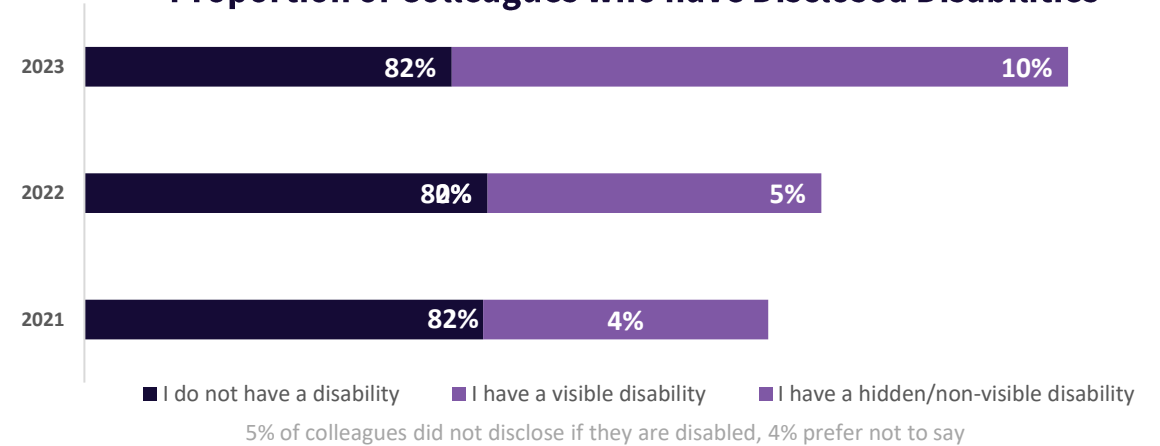
Since last year, the proportion of **colleagues who disclosed that they are disabled has doubled.**

With the greater focus on disability in our DEI strategy, we hope to see continued improvement in the next couple of years.

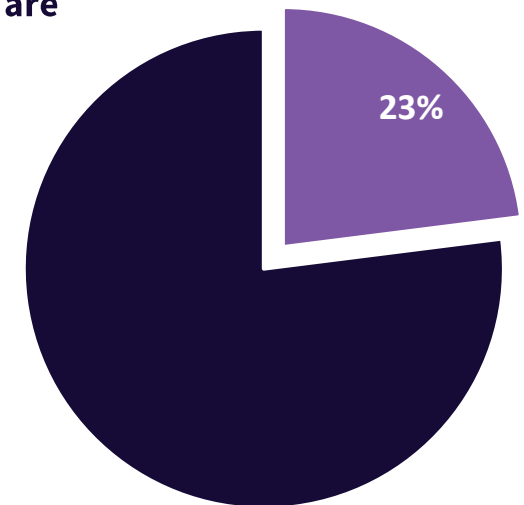
Since our last survey we have:

- Had our office audited from an accessibility perspective
- Had our recruitment process audited from an inclusion perspective.
- Partnered with specific organisations to offer internship opportunities to people who are disabled.
- Improved guidance to colleagues around having conversations about and accommodating suitable adjustments.

### Proportion of Colleagues who have Disclosed Disabilities



### \*UK Working Age Adults who are Disabled





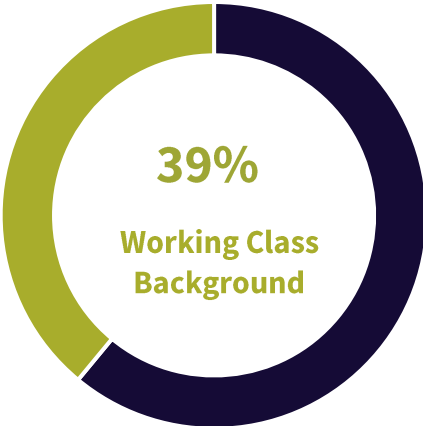
# Social Mobility

## Parental Occupation



### ABI Workforce

14% of colleagues did not disclose, 2% prefer not to say



### National Benchmark\*

Association of British Insurers

## Eligibility for Free School Meals



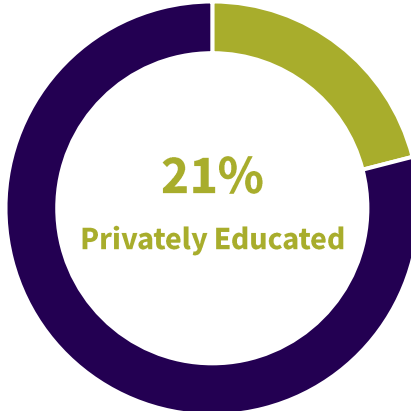
### ABI Workforce

6% of colleagues did not disclose, 2% prefer not to say and 13% don't know



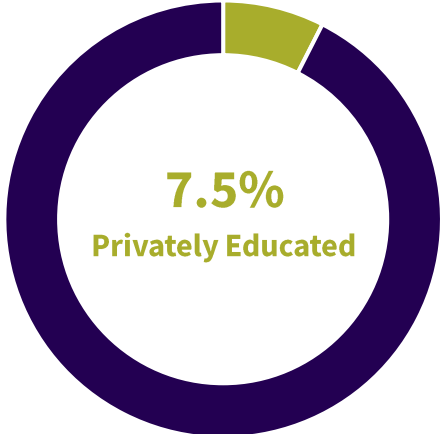
### National Benchmark\*

## School Type



### ABI Workforce

6% of colleagues did not disclose their educational background

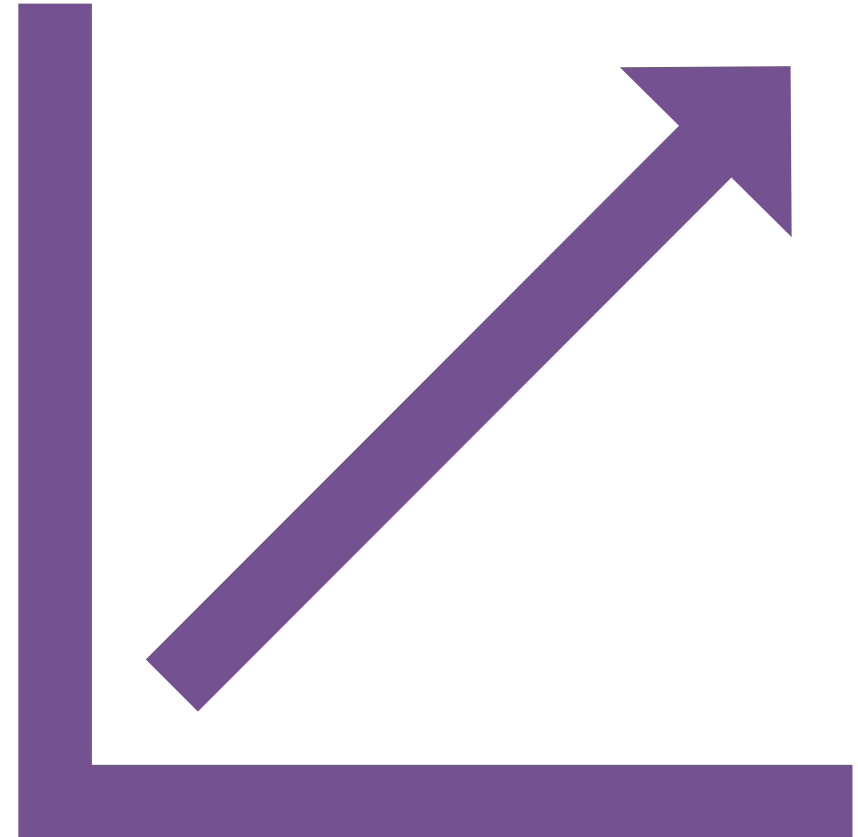


### National Benchmark\*

\*Source: [Social Mobility Works](#)

# Progress Since 2022

- We have achieved an impressive maximum disclosure rate of **95%** and a **23% increase** in disclosure around parental occupation.
- We have **increased our representation of colleagues from ethnically diverse backgrounds** by 3% - just 1% off our target and have seen the **percentage of hires more than double** in this area.
- We have **doubled the representation of colleagues who are disabled**, but we continue our journey to align with national benchmarks.
- We have **increased our representation of colleagues eligible for free school meals** by 2% - and are now just 2% off our target.



# Upcoming Work

- **We are sourcing and implementing impactful training** around Speak Up, Active Bystander and microaggressions.
- We will introduce **new, inclusive policies** including menopause & menstruation, transitioning at work, miscarriage and fertility.
- We will review and **take forward priority recommendations from our office inclusivity audit and our recruitment process audit.**
- We will be **reviewing our internship needs for 2024** and partnering with appropriate organisations to source diverse talent
- We'll be taking forward work to further **improve education and awareness around disability and reasonable adjustments.**





# Key Points to Note

- Data is calculated as at 8 September 2023.
- Information is based on data for 104 colleagues. This is based on actual people employed, not headcount, so includes colleagues on maternity leave and their covers.
- We have seen an increase in headcount since last year (104 vs 96).
- Internal disclosure rates vary, 95% is the highest disclosure rate.
- We have included “prefer not to say” answers when calculating disclosure rate as this is still a form of disclosure.
- Rounding will sometimes impact the data not appearing to add up to 100%
- Full details of our goals and action plan can be found in our [2023 DEI Strategy](#).