

Voluntary Disclosure Survey

2024





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.

Key points to note

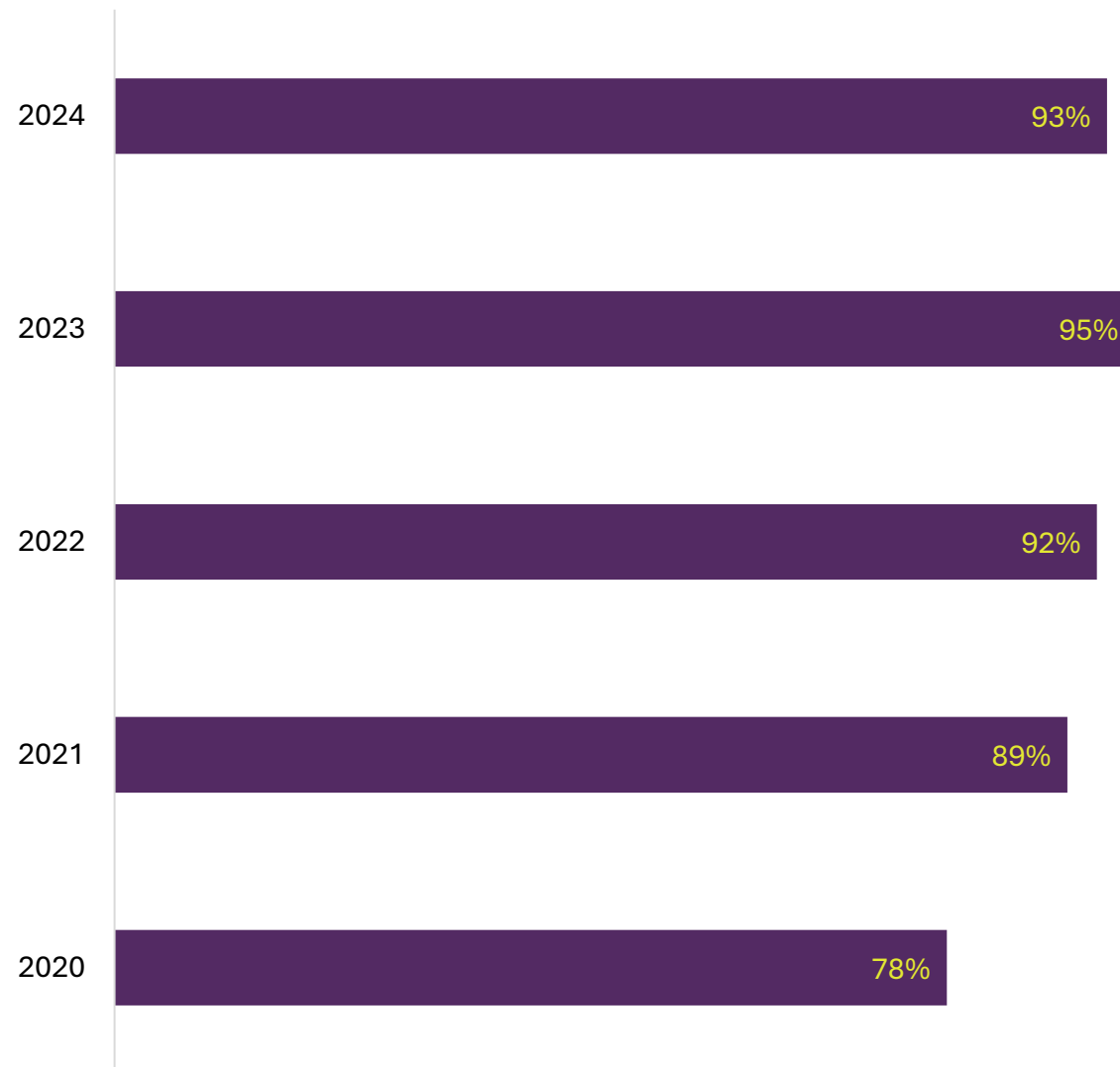
- Data is calculated as at 1 December 2024.
- Information is based on data for 108 colleagues. This is based on actual people employed, not headcount, so includes colleagues on maternity leave and their covers.
- We have seen an increase in headcount since last year (108 vs 104).
- Internal disclosure rates vary across categories, with 93% being 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 – 2026 DEI Strategy](#).

Disclosure rate

We're now in our fifth year of running our internal DEI data collection. We began with a disclosure rate of 78% and **have now achieved an impressive 93%** among our highest disclosed categories. The slight decrease from 2023 is due to an increased workforce size.

In our 2023 DEI Strategy, we set ourselves the ambitious target of achieving **over 95%** disclosure by 2026. We're on track to achieve this but still need to increase data on criteria around social mobility, such as parental occupation and highest educational level.

Disclosure rate

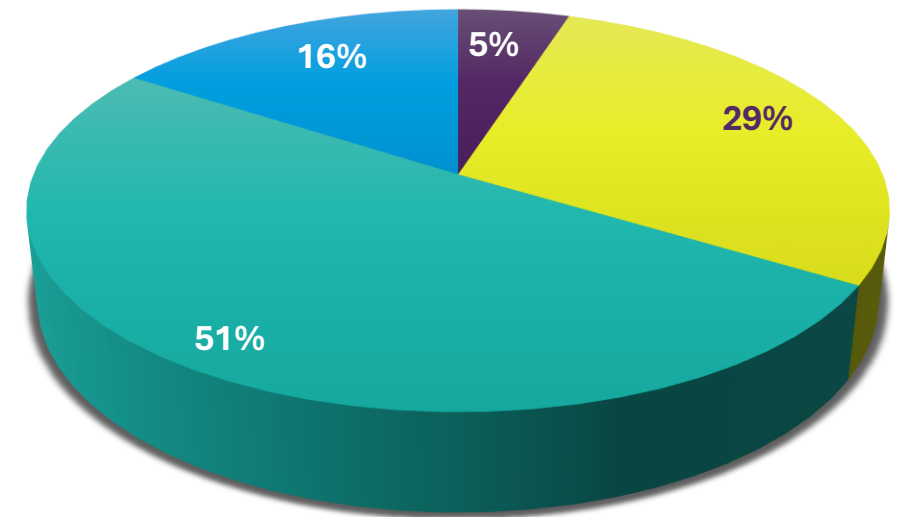


Age

Our workplace contains four generations:

Generation	Current Age (as at 2024)
Baby Boomers	60 to 78
Generation X	43 to 59
Millennial	28 to 42
Generation Z	12 to 27

Generation breakdown, 2024



■ Baby Boomers ■ Gen X ■ Millennial ■ Gen Z

Gender

The gender split of our workforce in 2024 was:

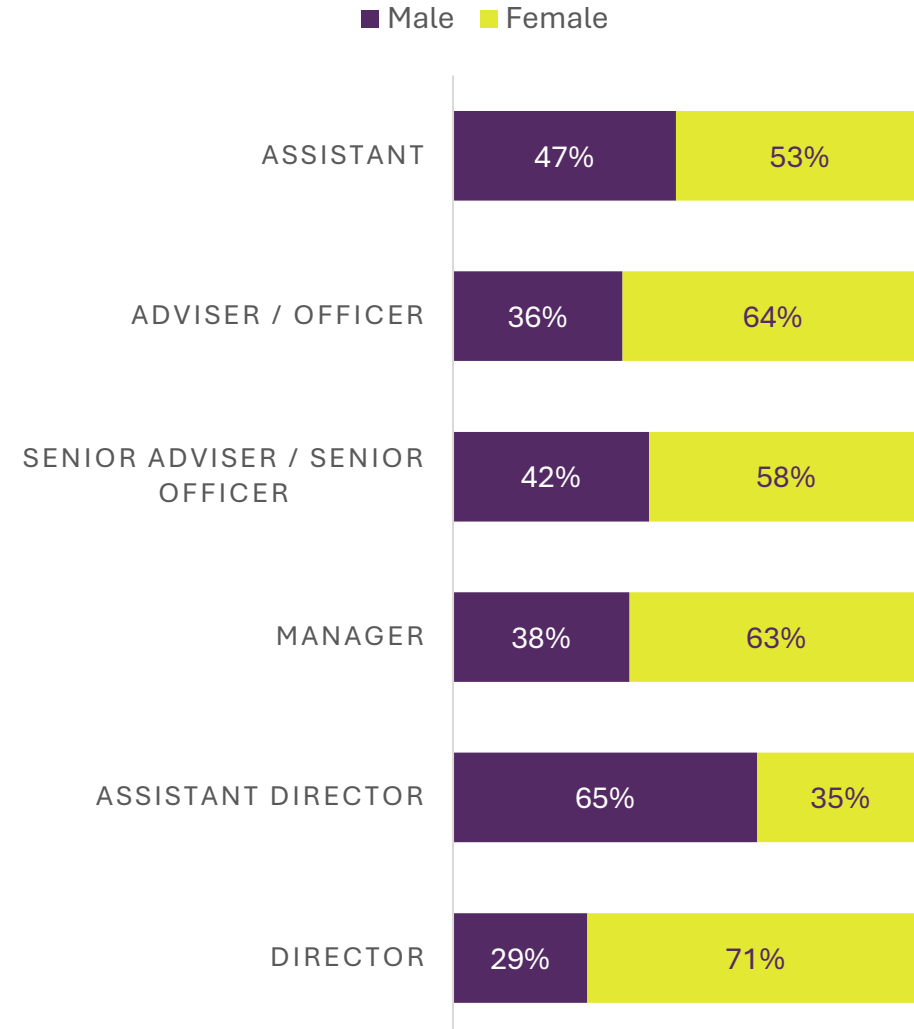
56%

Female

44%

Male

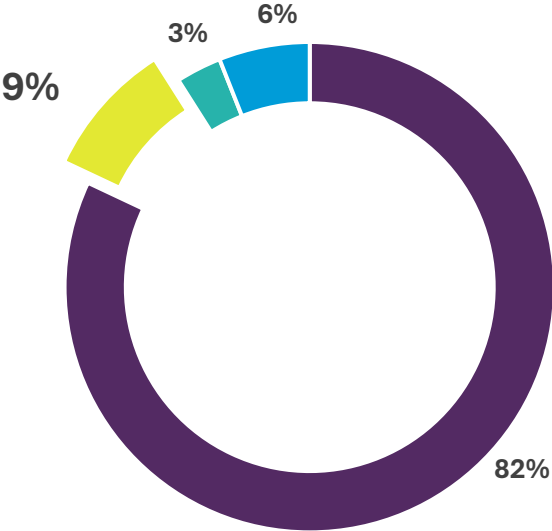
Gender by job family



Sexual orientation

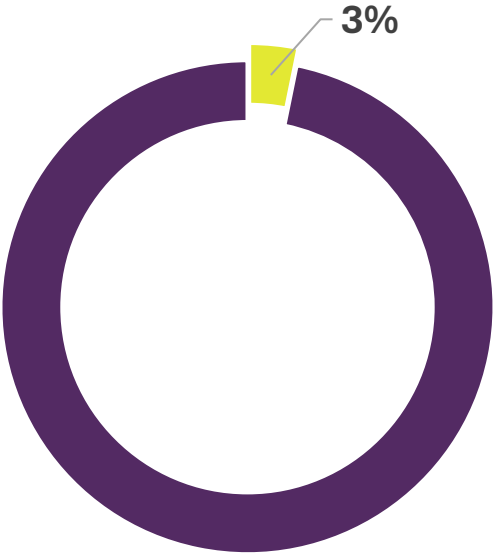
The proportion of colleagues who identify as LGBTQ+ has remained stable over the past 5 years and **consistently tracks above the UK average.**

Proportion of LGBTQ+ Colleagues - 2024



- Heterosexual/Straight
- LGBTQ+
- Prefer not to say
- Not Disclosed

Proportion of the UK Population who Identify as LGBTQ+



- LGBTQ+
- Other

Ethnic background

We've seen a modest positive change in this area, with an **increase in ethnic minority representation from 17% in 2023 to 18% in 2024**. We have now reached the same representation as the national benchmark.

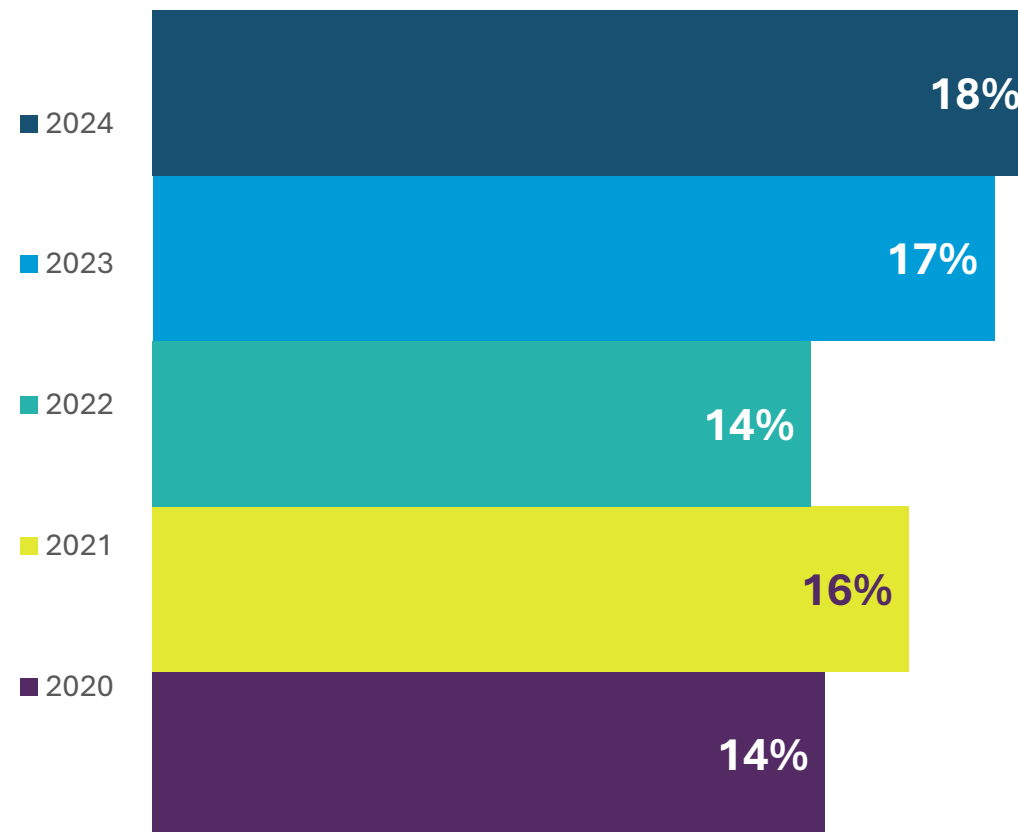
18%

ABI colleagues from ethnically diverse backgrounds

18%

UK population from ethnically diverse backgrounds

Proportion of colleagues from ethnically diverse backgrounds

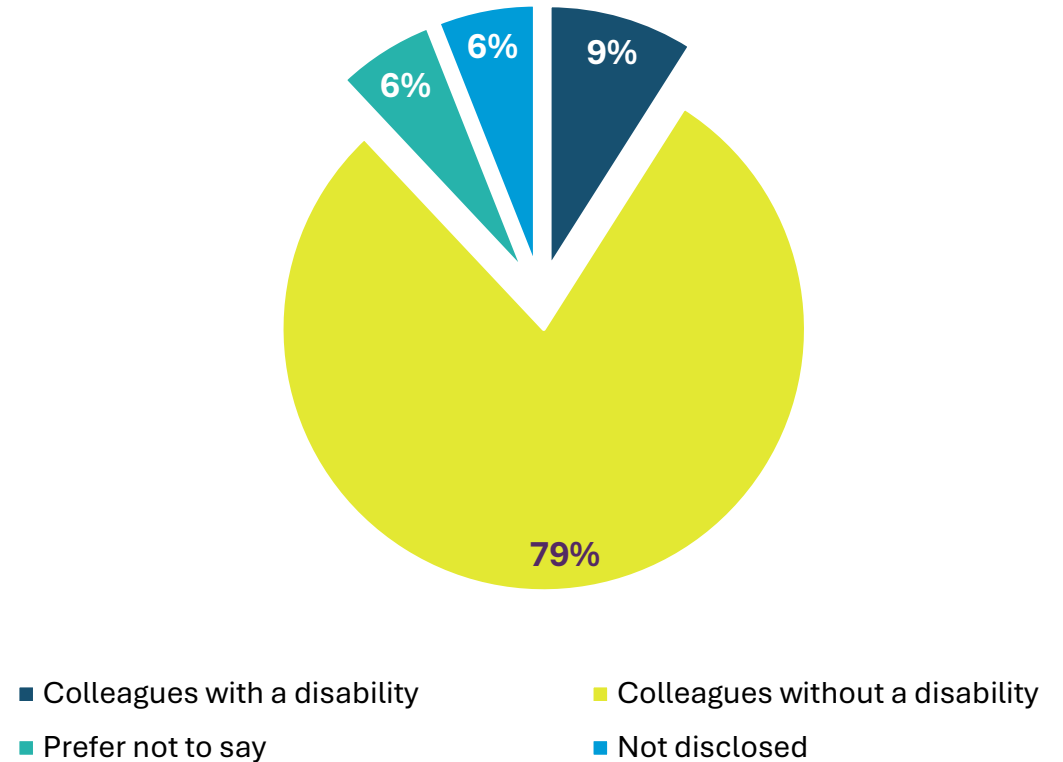


Disability

The proportion of **colleagues who have disclosed a disability has fallen slightly** (from 10% in 2023 to 9% in 2024).

This remains an area of focus for us in reaching the national benchmark of 23% representation.

Proportion of colleagues with a disability, 2024



Social mobility

Parental Occupation



ABI Workforce

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

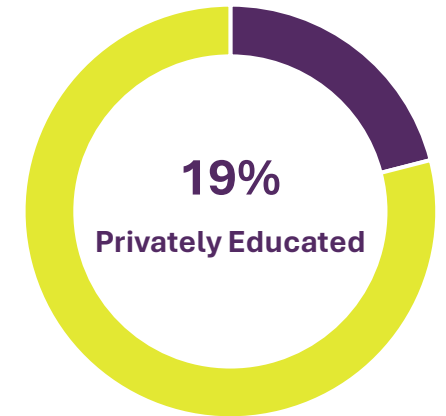
Eligibility for Free School Meals



ABI Workforce

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

School Type



ABI Workforce

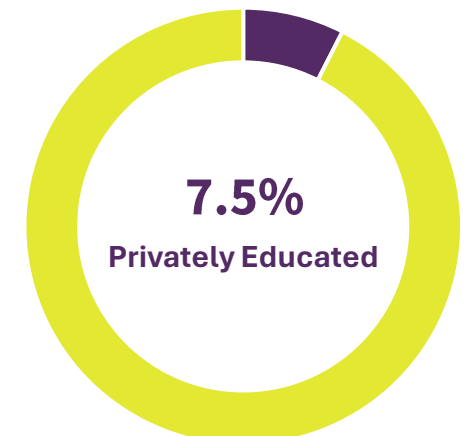
6% of colleagues did not disclose their educational background



National Benchmark*



National Benchmark*



National Benchmark*

*Source: [Social Mobility Works](#)

Progress since 2023

- We've achieved an impressive maximum disclosure rate of 93%.
- We've reached the national benchmark figure of 18% representation of colleagues from **ethnically diverse backgrounds** (up from 17%)
- **All** of those who completed the survey were comfortable to disclose their ethnicity, **nobody** selected the 'prefer not to say' option.
- The percentage of applications from ethnically diverse backgrounds **has increased by 4%**, with a **14% increase** in the number reaching interview.
- The total number of applications from **disabled candidates has increased**, though the proportion of applications to hires has remained stable.

Upcoming work

- We're continuing to develop our **employer branding content** used when recruiting, to ensure we are marketing ourselves to a diverse range of talent. This includes testimonials from a range of existing colleagues.
- We're planning work to continue to **improve education and awareness around disability and reasonable adjustments** e.g. e-learning and awareness raising.
- As part of the office relocation project, we are taking forward **priority recommendations from the office inclusivity audit**, conducted by Motion Spot in 2023.
- We'll be continuing our inclusive **internship scheme** targeted at creating opportunities for diverse talent.
- We've investigated a new **policy focused apprenticeship** and hope to operationalise this in 2025 should a suitable assistant vacancy arise.

About us



The ABI is the definitive voice of the UK's world-leading insurance and long-term savings industry, which is the largest sector in Europe and the third largest in the world.

We represent more than **300 firms** within our membership including most household names and specialist providers, providing peace of mind to customers across the UK.

Our sector is productive, inclusive and essential to the UK economy and together, we are driving change to protect and build a thriving society.

For more information contact careers@abi.org.uk