



Howells – Diversity Report Summary (July 2025)

Number of responses: 87

Age of staff:	16 – 24	11%
	25 – 34	21%
	35 – 44	29%
	45 – 54	19%
	55 – 64	14%
	65 +	0%
	<i>Prefer not to say</i>	6%

Gender identified with:

Male	14%
Female	83%
<i>Prefer not to say</i>	3%

Percentage of staff who identify with the same sex as registered at birth.

Yes	96.5%
No	3.5%
<i>Prefer not to say</i>	0%

Percentage of individuals who consider themselves to have a disability according to the definition of the Equality Act 2010:

Yes	14%
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No 79%

Prefer not to say 7%

Percentage of individuals whose day-to-day activities are limited by a disability or condition

Yes, limited a lot	0%
Yes, limited a little	10.5%
No, not limited	83%
Prefer not to say	6.5%

Ethnic groups

Asian/Asian British

Bangladeshi	0%
Chinese	0%
Indian	1%
Pakistani	3.5%
Any other Asian background	0%

Black or Black British

African	0%
Caribbean	0%
Any other black background	0%

Mixed

White & Asian	1%
White & Black African	0%
White & Black Caribbean	1%
White & Chinese	0%
Any other mixed background	1%

White

British (English/Welsh/Northern Irish/Scottish)	89%
Irish	0%
Gypsy, Roma or Irish Traveller	0%
Any other white background	2.5%

Other ethnic group

Arab	0%
Any other ethnic background	0%
<i>Prefer not to say</i>	1%

Religion or belief

No religion or belief	65.5%
Buddhist	0%
Christian	25.5%
Hindu	0%
Jewish	0%
Muslim	3.5%
Sikh	1%
Any other religion or belief	0%
Prefer not to say	4.5%

Sexual orientation

Bisexual	6%
Gay/lesbian	2%
Heterosexual/straight	88.5%
Other preferred description	3.5%
Prefer not to say	0%

Socio-economic backgrounds: whether individuals mainly attended a state or fee-paying school between the ages of 11 and 16:

Attended UK state school/selective	16%
Attended UK state run school, non-selective	73.5%
UK independent or fee-paying school - Bursary	0%
UK independent or fee-paying school – non-Bursary	2.5%
Attended school outside the UK	1%
Don't know	2.5%
<i>Prefer not to say</i>	4.5%

Socio-economic backgrounds: whether either parent attended university and gained a degree (e.g. BA/BSc or equivalent) by the age of 18:

Neither of my parents attended university	75%
One or both of my parents attended university	21%
Don't know/not sure	2%
<i>Prefer not to say</i>	2%

Socio-economic backgrounds: What the occupation of the main household earner was when individuals were about 14.

Modern professional/traditional	12.5%
Senior, middle or junior management	21%
Clerical and Intermediate	6%
Technical and craft	22%
Routine, semi routine manual	15%
Small business owner	10%
Long term unemployed	4.5%
Other, such as retired	4.5%
<i>Prefer not to say</i>	4.5%

Caring responsibilities: whether individuals are primary carer for a child or children under 18:

Yes	29%
No	69%
<i>Prefer not to say</i>	2%

Caring responsibilities: whether individuals look after or give any help or support to family members, friends, neighbours or others because of either long-term physical or mental ill health/disability or problems related to old age:

No	90%
Yes (1 – 19 hours a week)	6%
Yes (20 – 49 hours a week)	0%
Yes (50 or more hours a week)	0%

Prefer not to say

4%