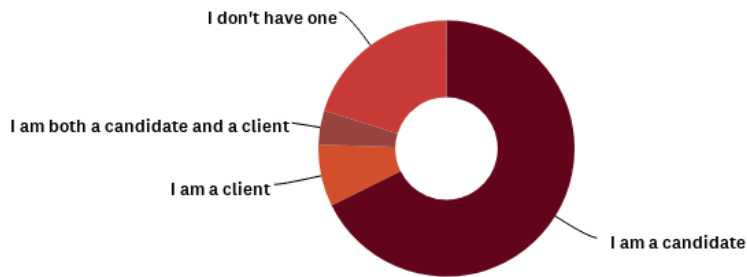


Diversity & Inclusion Survey Results April 2021-2022

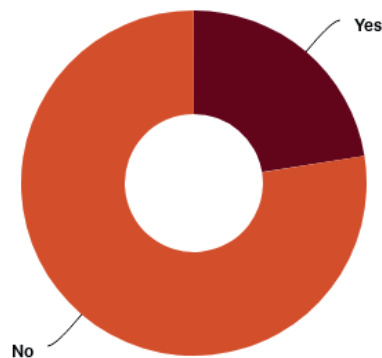
Recently, we polled our existing and prospective clients and candidates, as well as making the survey available on our website.

Over the course of 12 months, we have built the following highly interesting and informative statistics:

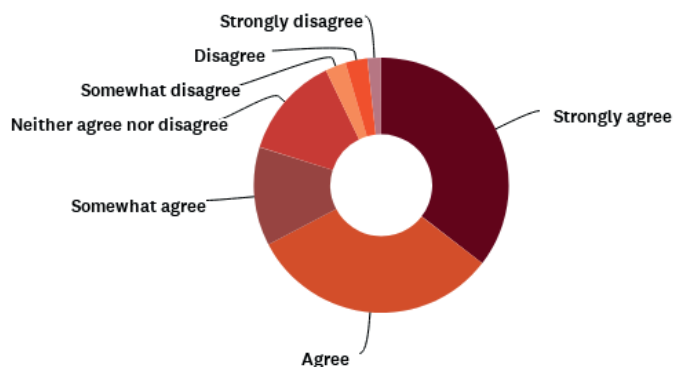
Q1 What is your relationship with Harrison Holgate?



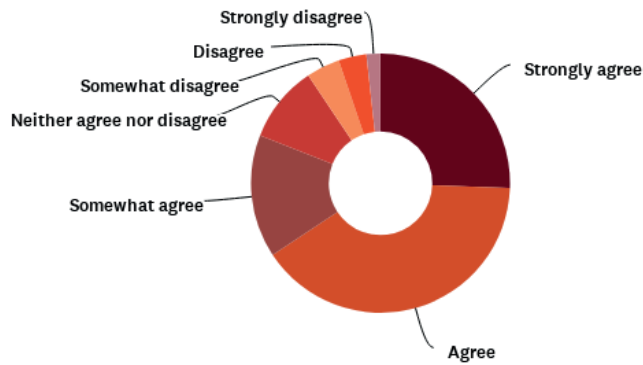
Q2 Harrison Holgate have found me a job in the past



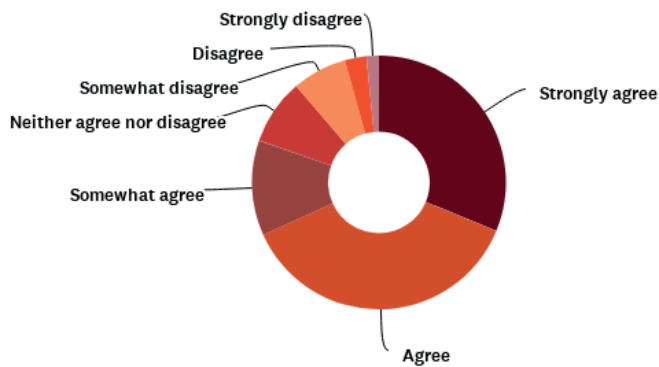
Q3 Diversity is a stated value or priority area for my organisation



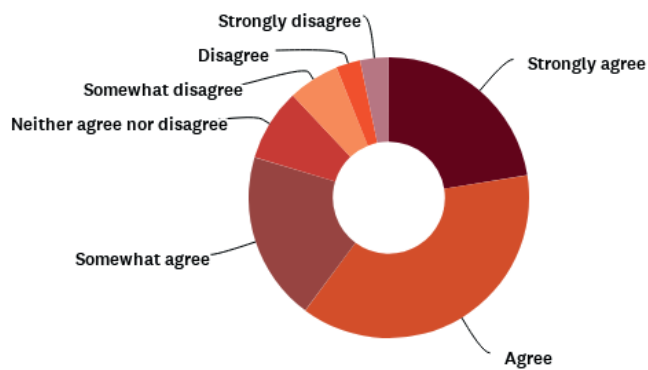
Q4 I feel senior leaders in my company are approachable



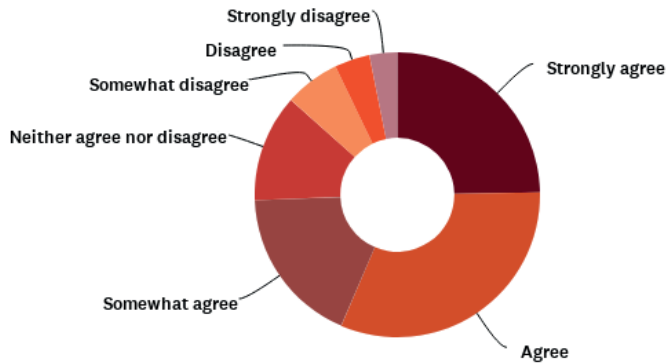
Q5 I feel comfortable talking about my background at work



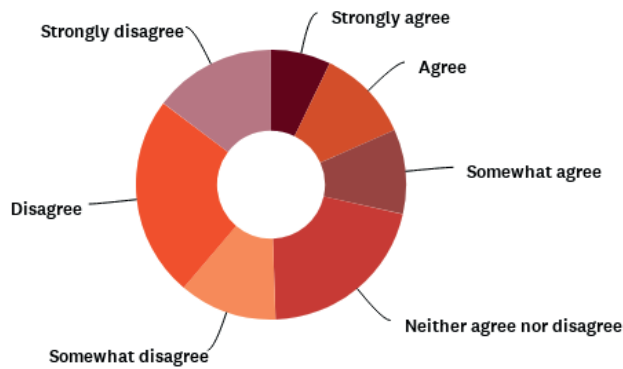
Q6 If I raised a concern I feel confident that I would be treated fairly and taken seriously



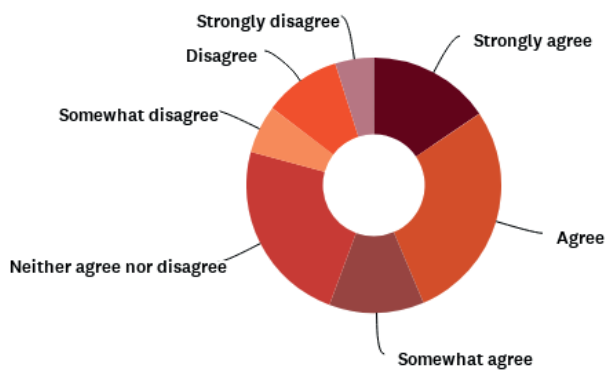
Q7 Everyone has an equal opportunity here to develop



Q8 I agree that Diversity is a barrier to progression at my organisation



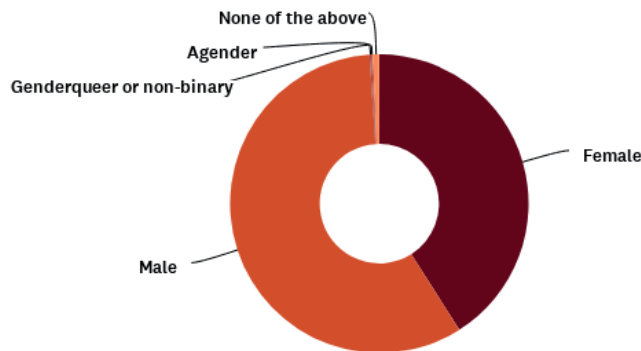
Q9 My organisation regularly publishes information about its diversity goals



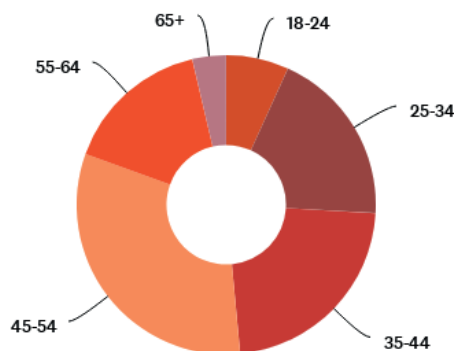
Q10 In your view what would make your company more inclusive for people from all backgrounds?

organisation help years junior things openness None transparent everyone across Staff really promoted goals focus anyone open rather industry moment diverse backgrounds However hiring ethnic Greater targets management recruitment roles recruiting well proactive believe cultural sure senior roles already practice policy coming senior new background improvement Nothing difficult diverse include people don t company ensure diversity address work current making training good experience need currently working levels opportunities N NA issues culture think team given gender taking candidates job board right required people backgrounds improving know top inclusive currently employ firm answer feel fairly one changes minority CONCERNS around inclusion challenged COMMENT put say less

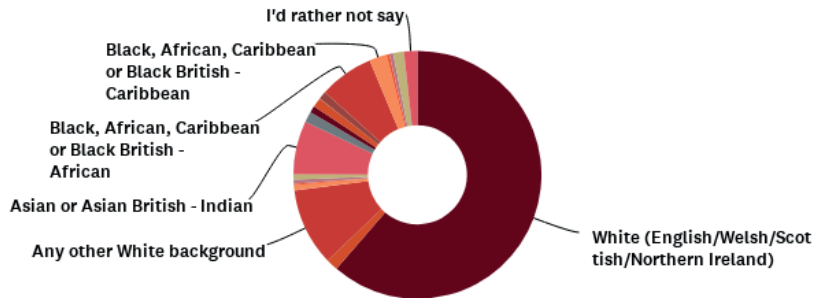
Q11 What is your gender?



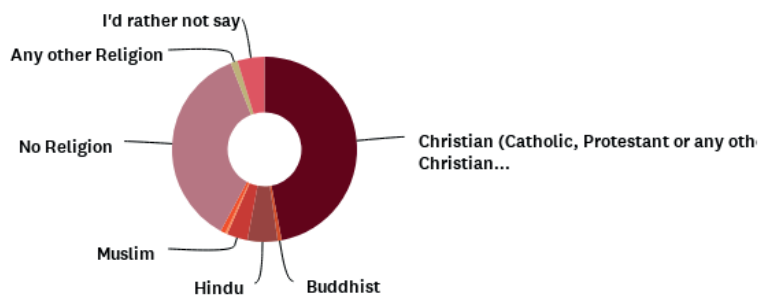
Q12 What is your age?



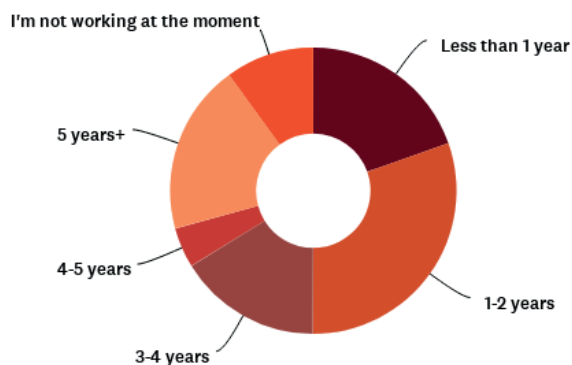
Q13 What is your racial or ethnic identity?



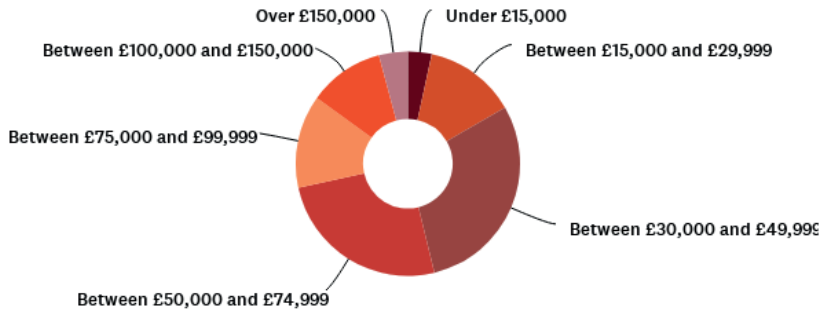
Q14 How would you best describe your religious beliefs?



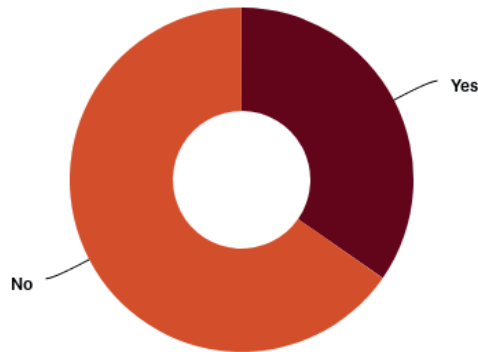
Q15 How long have you worked at your current organisation?



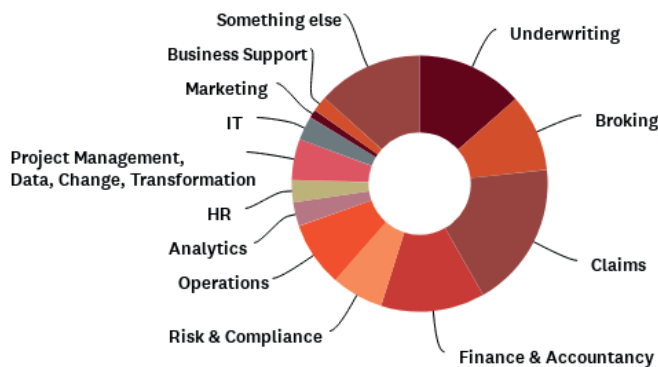
Q17 Which bracket best describes your annual salary?



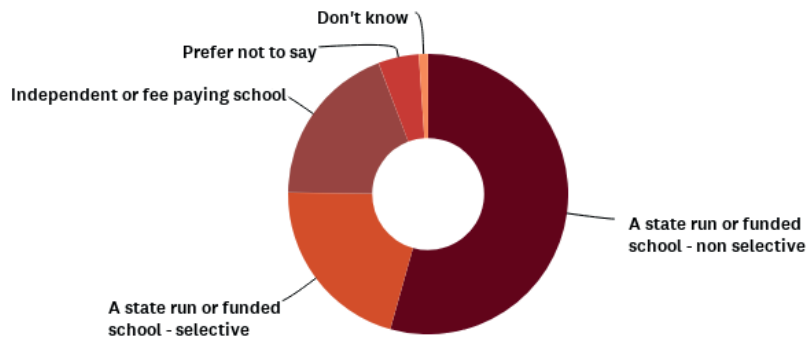
Q18 Did any of your parent(s) or guardian(s) complete a university degree course or equivalent (for example BA, BSc or higher)?



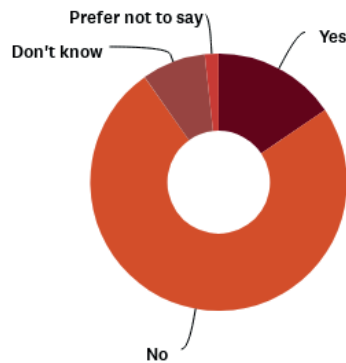
Q16 Which area of insurance do you currently work in?



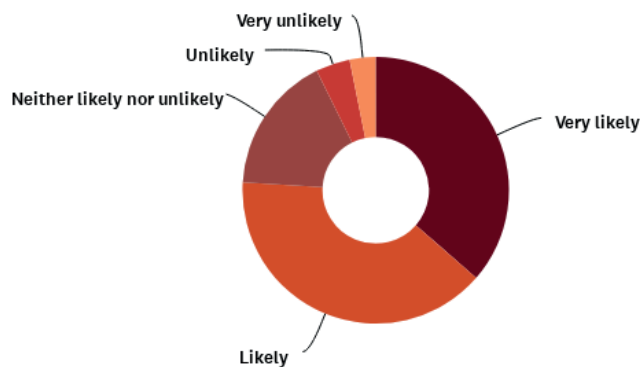
Q19 What type of school did you mainly attend between the ages of 11 and 16?



Q20 At any point during your school years did your household receive any form of income support?



Q21 Would you recommend insurance as an industry for anyone of any background to join?





Questions?

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