



f1 recruitment ltd

2020-2021 including Q4 Jan-March 2021

Candidates Interviewed Inclusion Statistics

<https://www.noturningback2020.com>

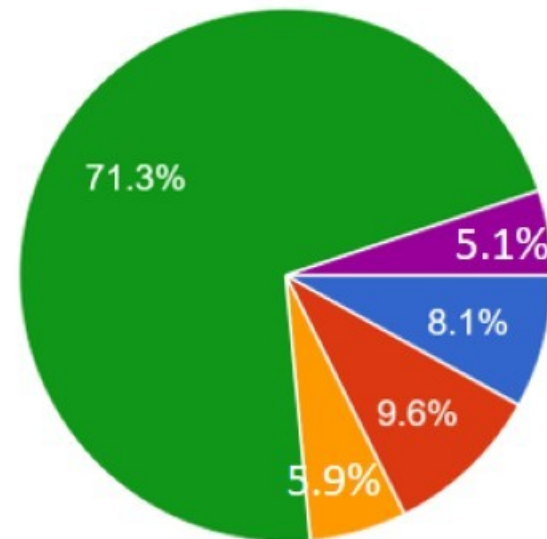




KEY DIVERSITY FINDINGS for Q4 and the year 2020/2021

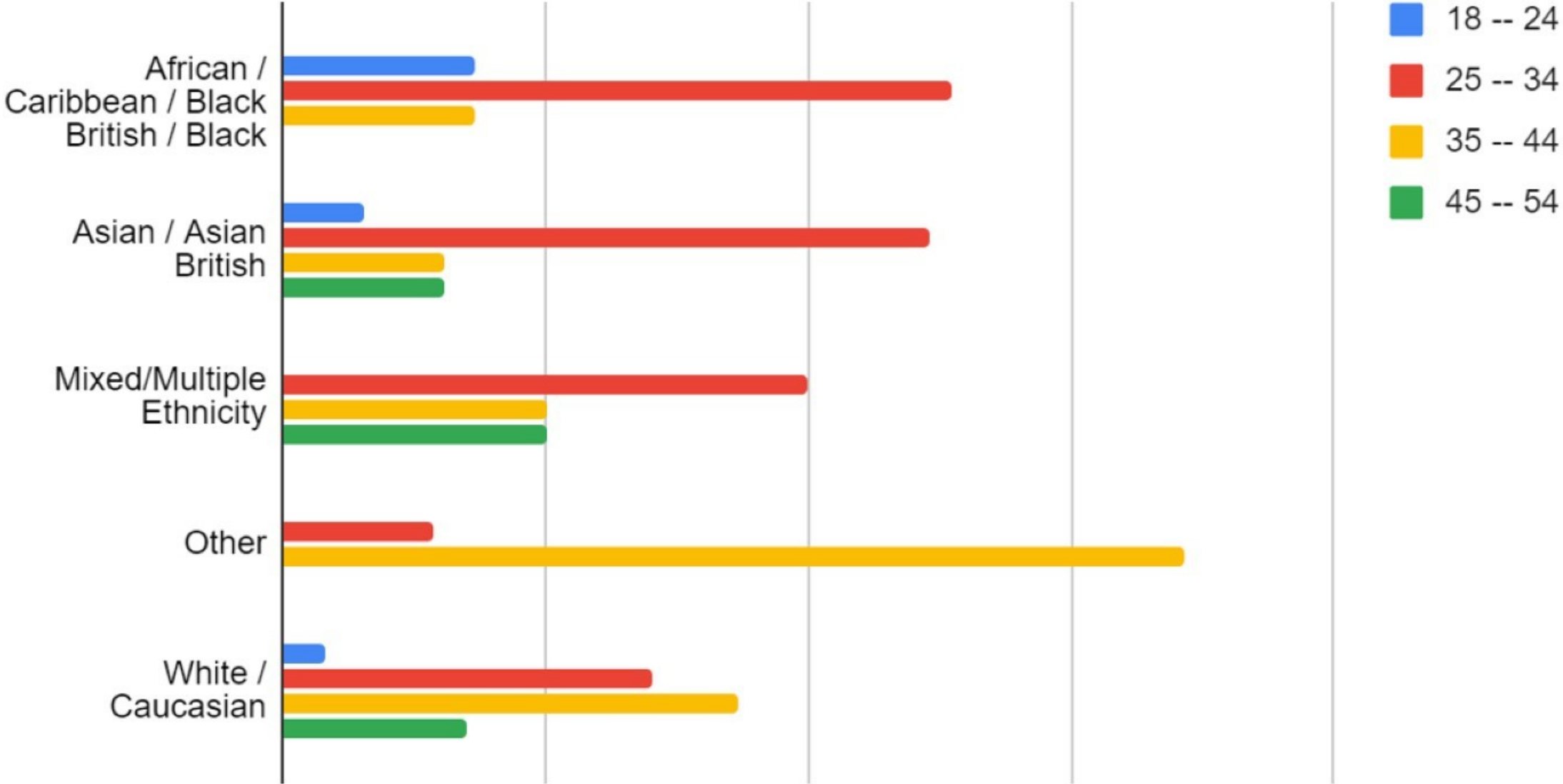
- **Q4** - Our **candidate portfolio** is **28.7% non white** with **8.1% black, 9.6% Asian and 5.9% minority ethnic**. This % is up from 20% in Q3 and up from 17% for the year 2019/2020.
- For the financial year 2020 to 2021 our black, Asian, minority representation is now at our **target level of 20%**.
- **32% of the roles placed through f1 recruitment during 2020-2021** were with candidates from black, Asian, minority backgrounds
- **Family Educational background** – 40.4% of candidates neither parent went to university; up from Q3
- **Socio-Economic background** – 15.4% were eligible for free school meals; up from Q3
- **Age breakdown** 25-34 (39.7%), 35-44 (39.7%) and 45+ (15.4%) . Under 25 year olds we direct to the NoTurningBack2020 Early Careers Job Zone (5.1%)- free to advertise roles up to £30k
<https://www.noturningback2020.com/registration/>
- **Gender** – Q4 57.4% female – 50% male /female for the year

Breakdown of Ethnicity

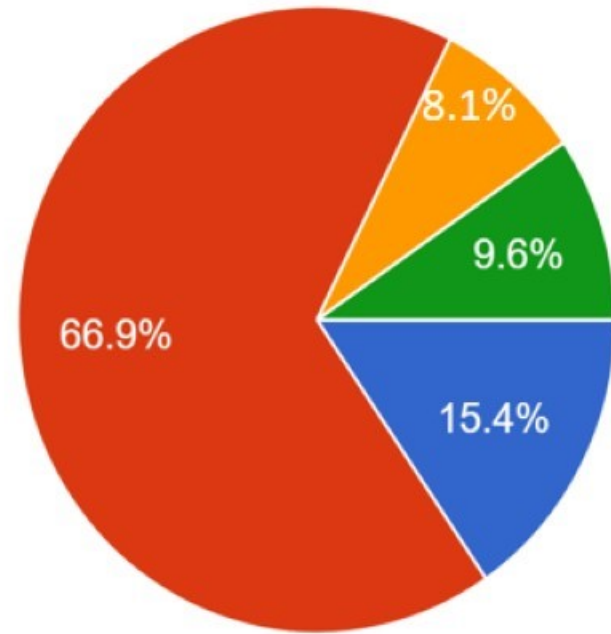


- African / Caribbean / Black British / Black
- Asian / Asian British
- Mixed/Multiple Ethnicity
- White / Caucasian
- Other

Breakdown of Ethnicity by Age

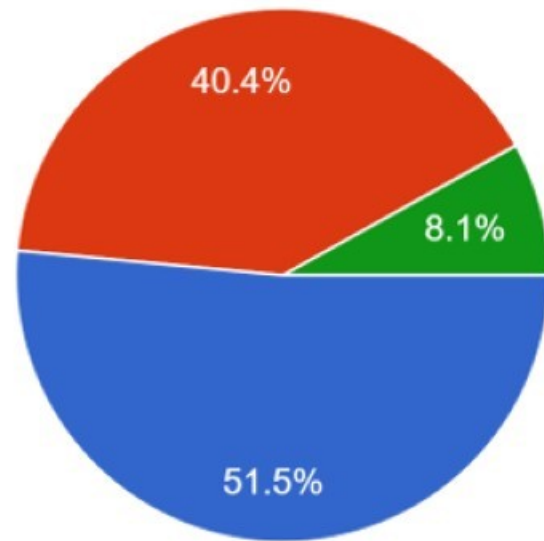


Socio Economic Background



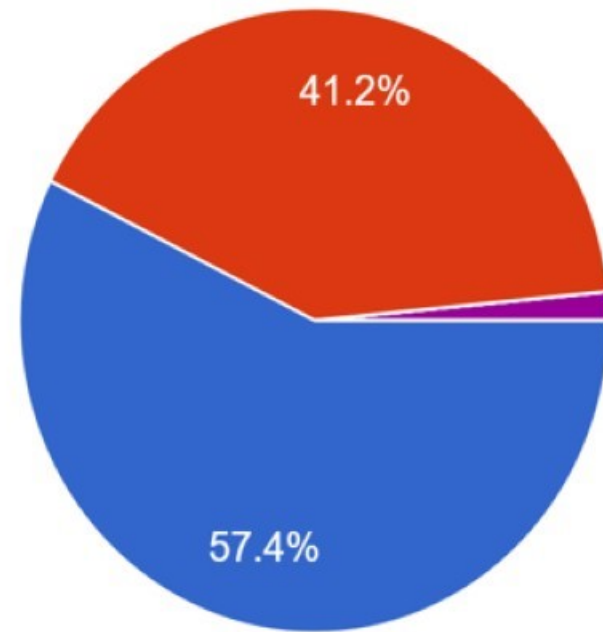
- I was eligible for free school meals
- I wasn't eligible for free school meals
- Don't know
- Prefer not to say

Family Educational Background



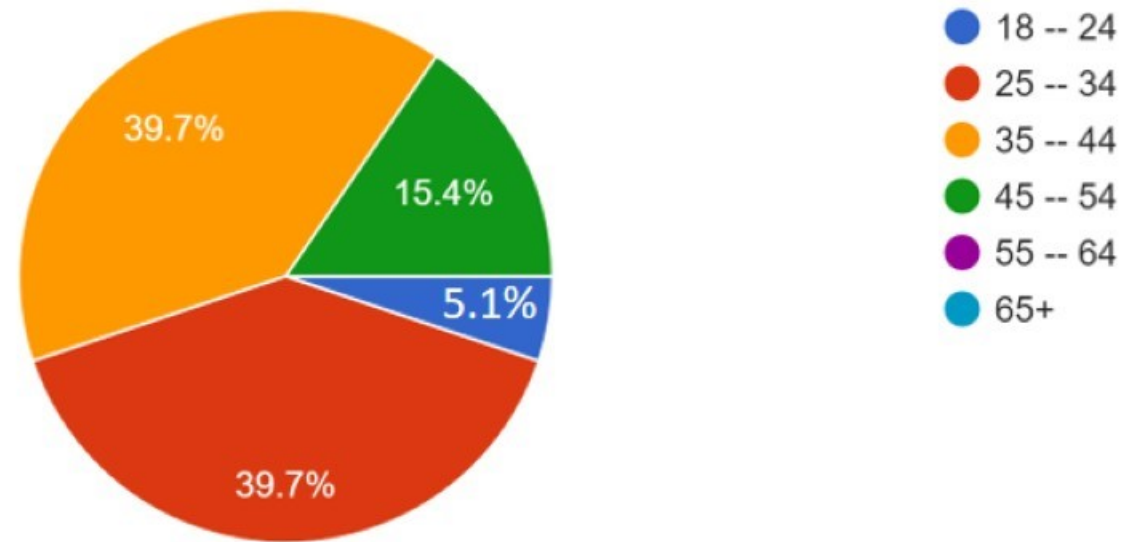
- One or more of my parents went to university
- Neither of my parents went to university
- Don't know
- Prefer not to say

Breakdown of Gender

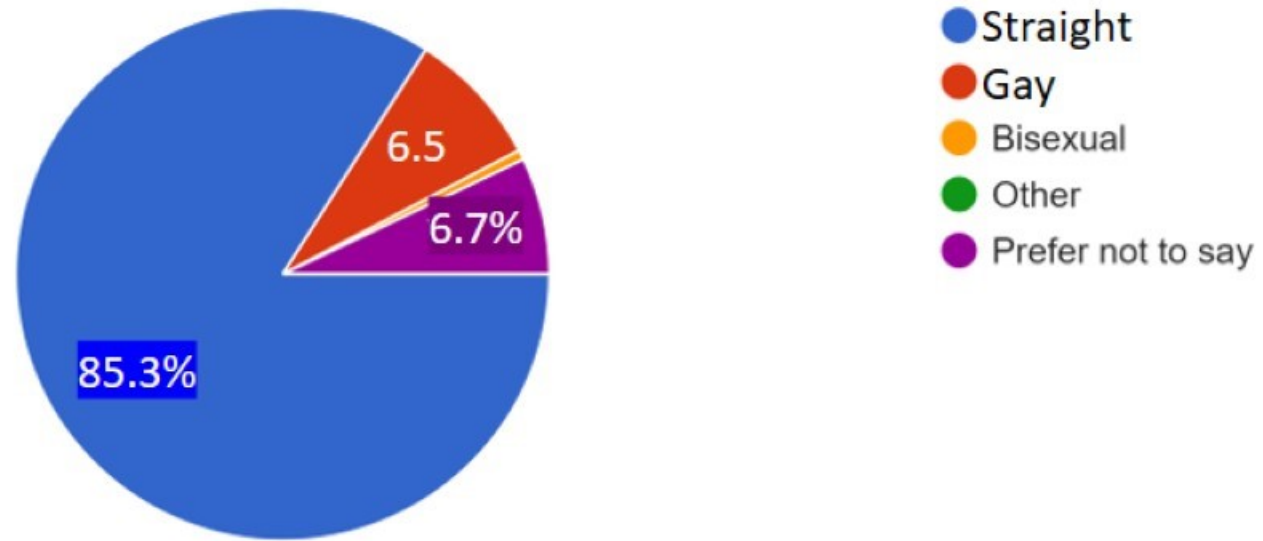


- Female
- Male
- Non Binary
- Prefer not to say
- Other

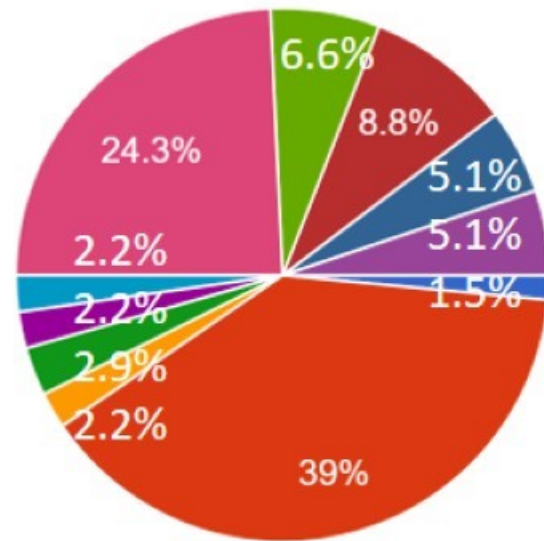
Breakdown of Age



Sexual Orientation

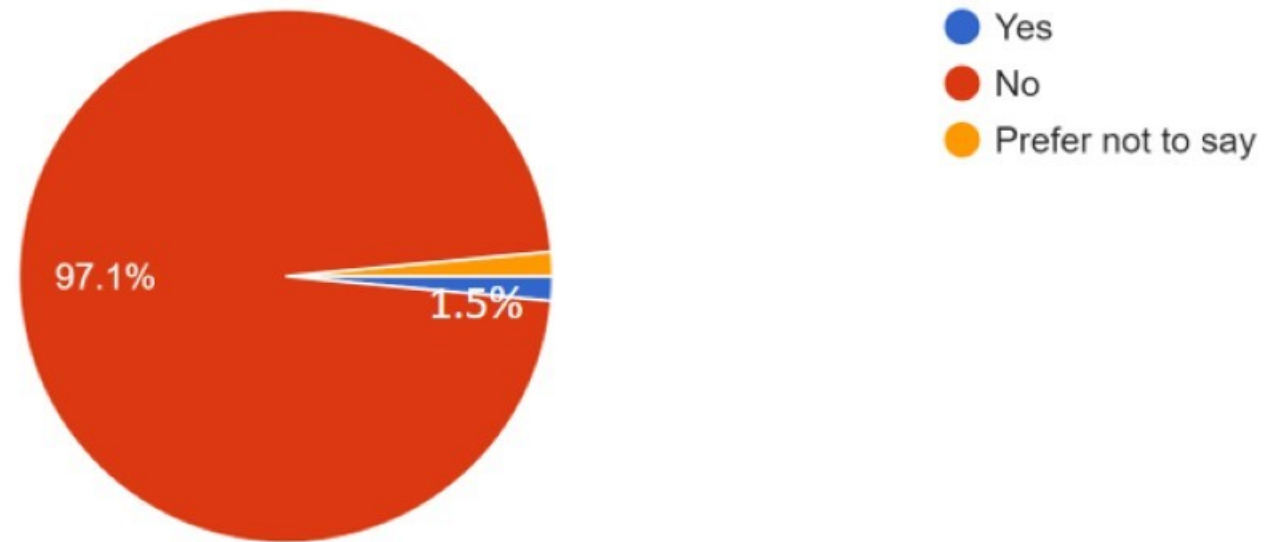


Breakdown by Religion



- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- No religion
- Other

Disability



Neuro- diversity

