



f1 recruitment Ltd

October to December 2021

Candidates Interviewed Inclusion Statistics

<https://www.noturningback2020.com>

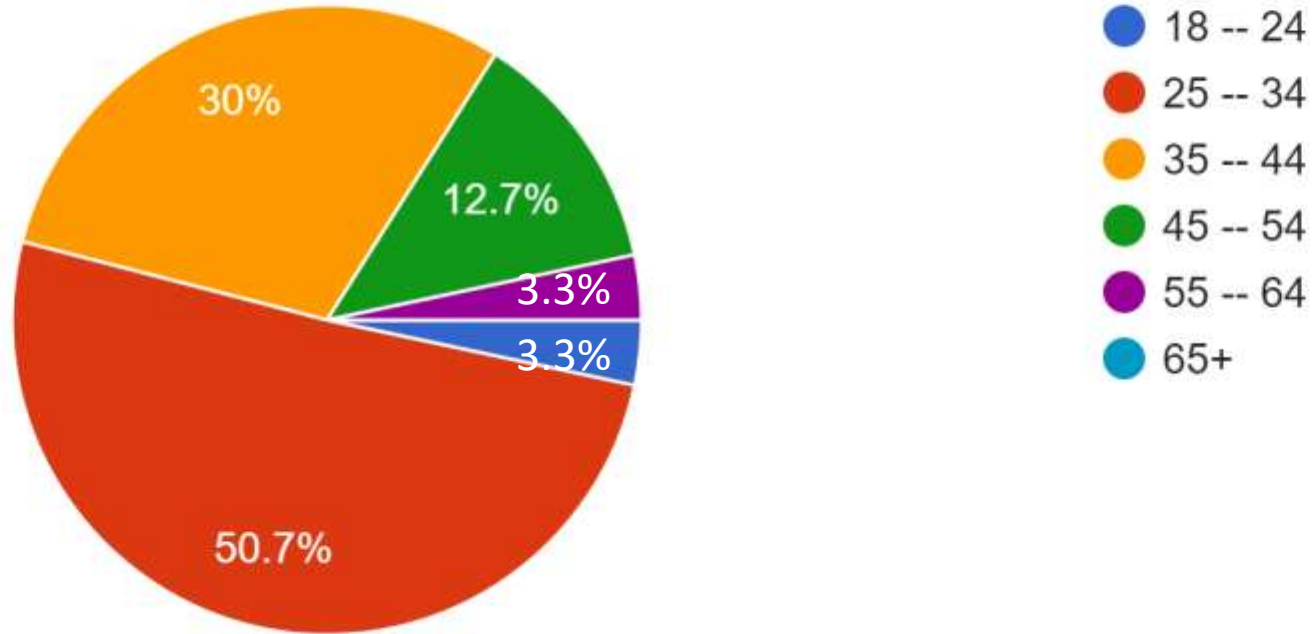




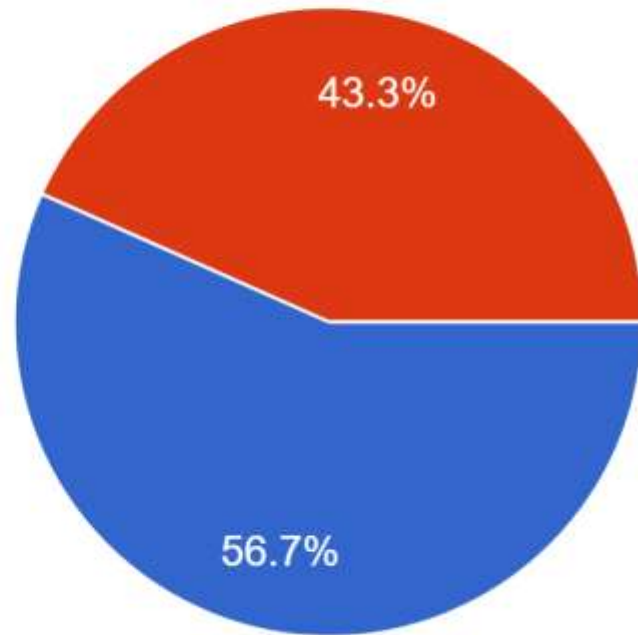
KEY FINDINGS

- Our candidate portfolio is **24% non white** with 8.7% black, 8% Asian, 6% mixed/multiple ethnic.
- Age breakdown 50.7% 25-34, 30% 35-44 and 6.6% 45+ . Most of our clients have their own Early Years and Graduate entry recruitment programmes but we do spend time interviewing and career counselling a % of under 25 year olds especially through the No Turning Back 2020 Young Ambassador programme
- Gender – 56.7% female
- Neuro Diversity – 4.7% identify as neuro diverse
- Family Educational background – new statistics this quarter show that 41.3% of candidates neither parent went to university
- Socio-Economic background – 10.7% were eligible for free school meals
- **27% of candidates placed in permanent roles in the last 2 quarters have been from black, Asian, minority ethnic communities and 66% have been women**

Age

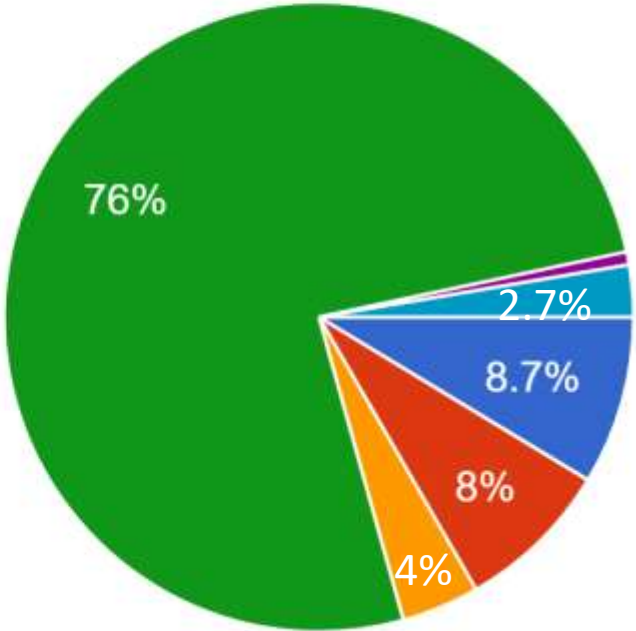


Gender



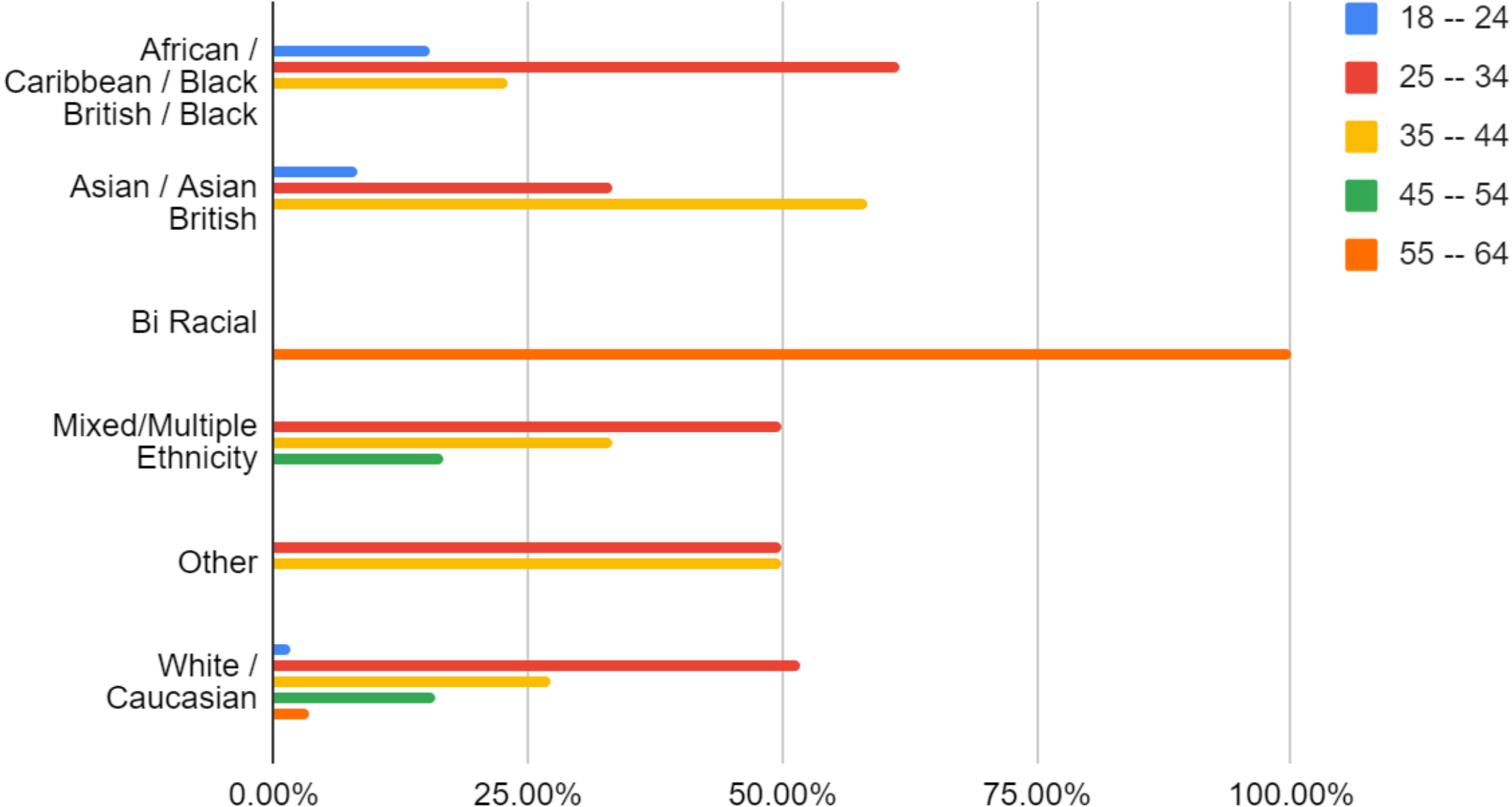
- Female
- Male
- Non Binary
- Prefer not to say

Ethnicity

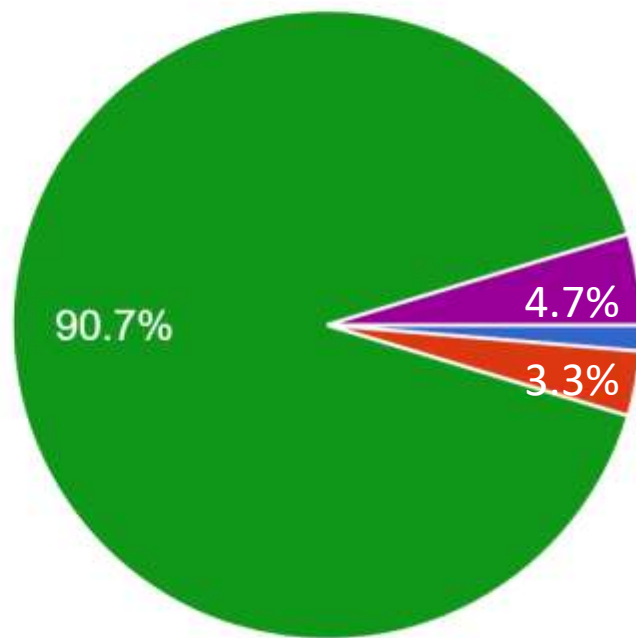


- African / Caribbean / Black British / Black
- Asian / Asian British
- Mixed/Multiple Ethnicity
- White / Caucasian
- Bi Racial
- Other

Breakdown of Ethnicity by Age

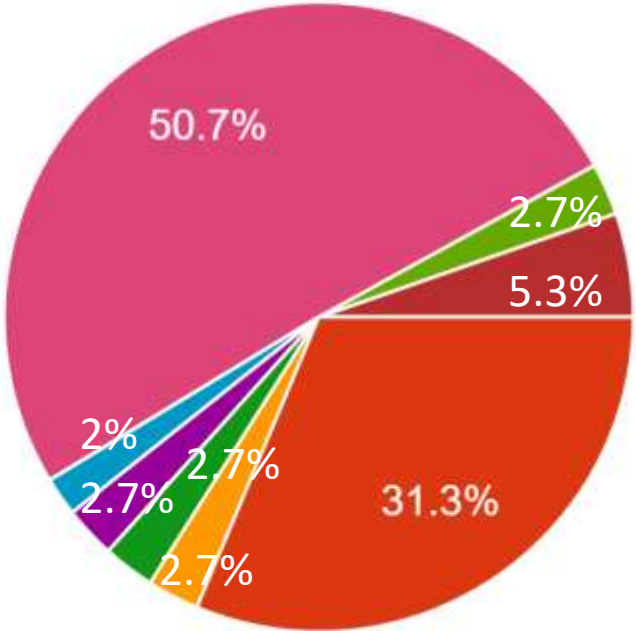


Sexual Orientation



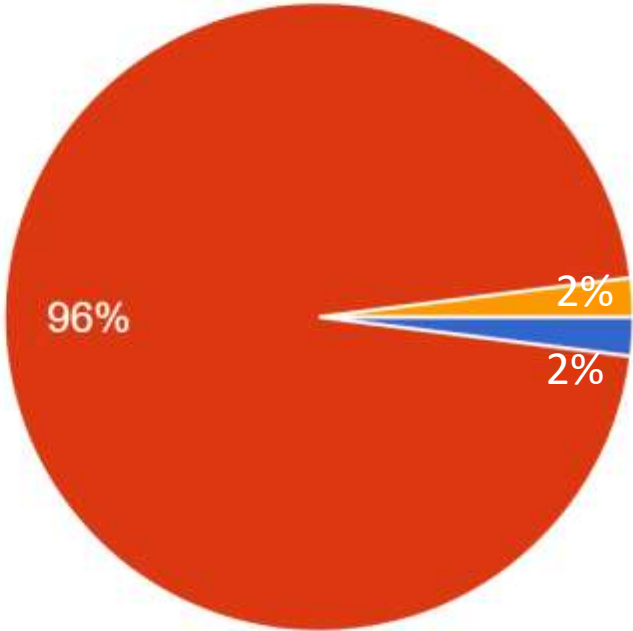
- Bisexual
- Gay Man
- Gay Woman/Lesbian
- Straight/Heterosexual
- Prefer not to say

Religion



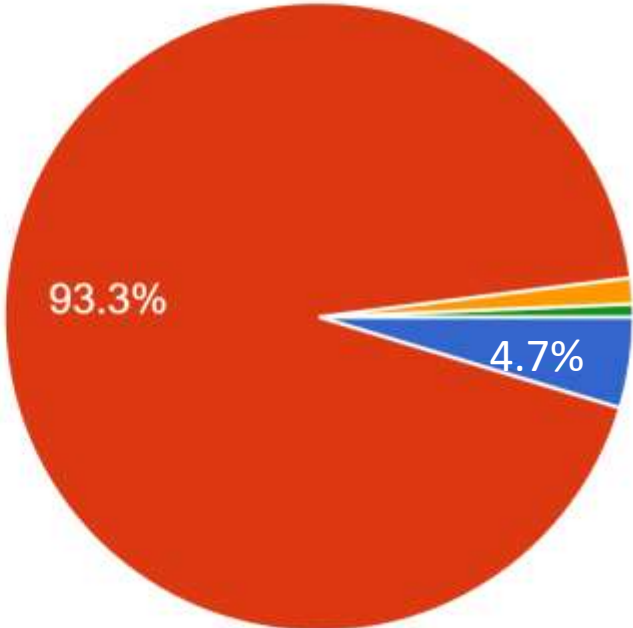
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- No religion
- Other
- Prefer not to say

Disability



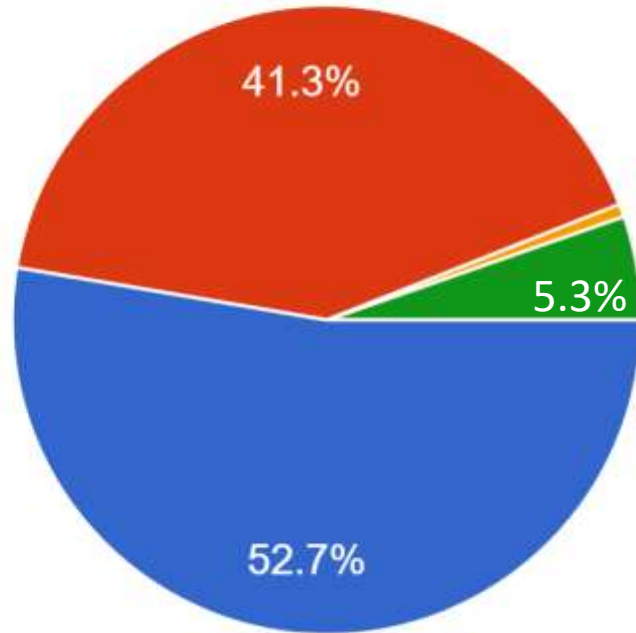
- Yes
- No
- Prefer not to say

Neuro Diversity



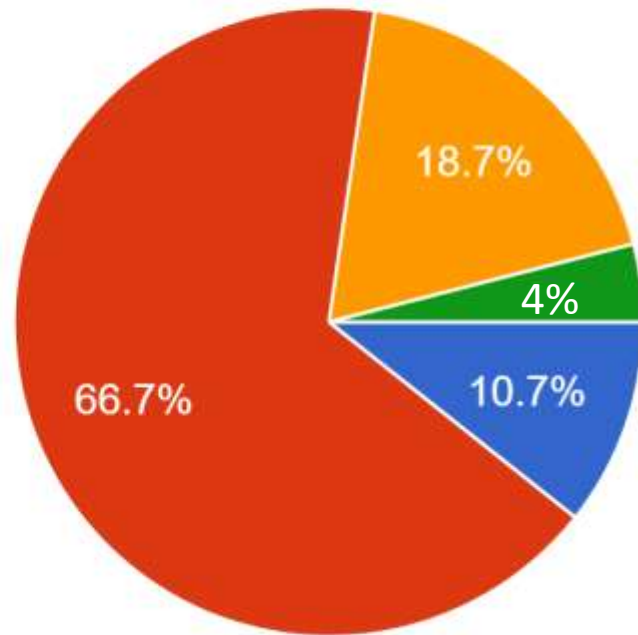
- Yes
- No
- Don't know
- Prefer not to say

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

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