



Off the Record Trustee Diversity Survey

2023

Here at Off the Record, we are committed to encouraging equality, diversity and inclusion among our workforce, and eliminating any kind of discrimination.

As the leadership of the organisation, Trustees and Senior Managers aim to be truly representative of all sections of society and our stakeholders, and for each member of the board to feel respected and able to give their best. This is a core part of our diversity commitment.

That's why we have decided to carry out an annual diversity monitoring survey of Trustees and SMT to help us track the diversity of our people as part of this commitment.

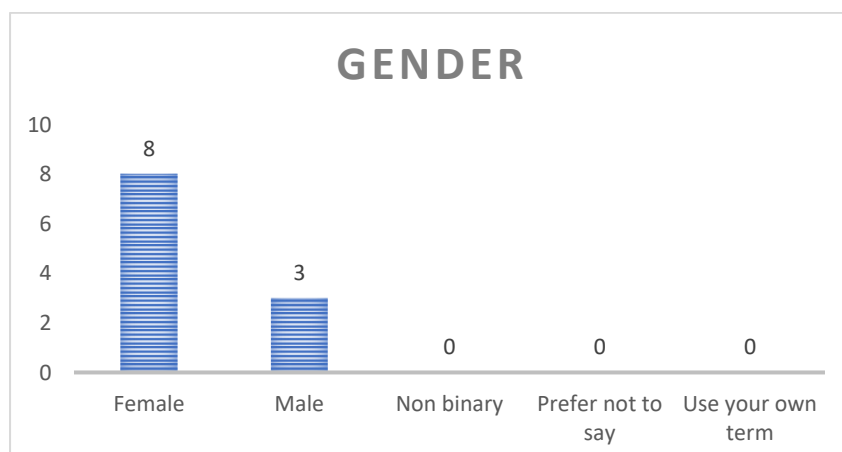
We recognise this is only one lens to view diversity, equity and inclusion, but we are providing this data because we want to use it to help us understand how we reflect the communities we seek to serve and drive further transparency and accountability within our organisation.

Please find our results below

This survey was sent to 9 Trustees of Off the Record in the Summer of 2023. 8 Trustees completed the survey (it was optional to complete). In March 2024, 3 members of the SMT added their responses to the survey. Results are amalgamated.

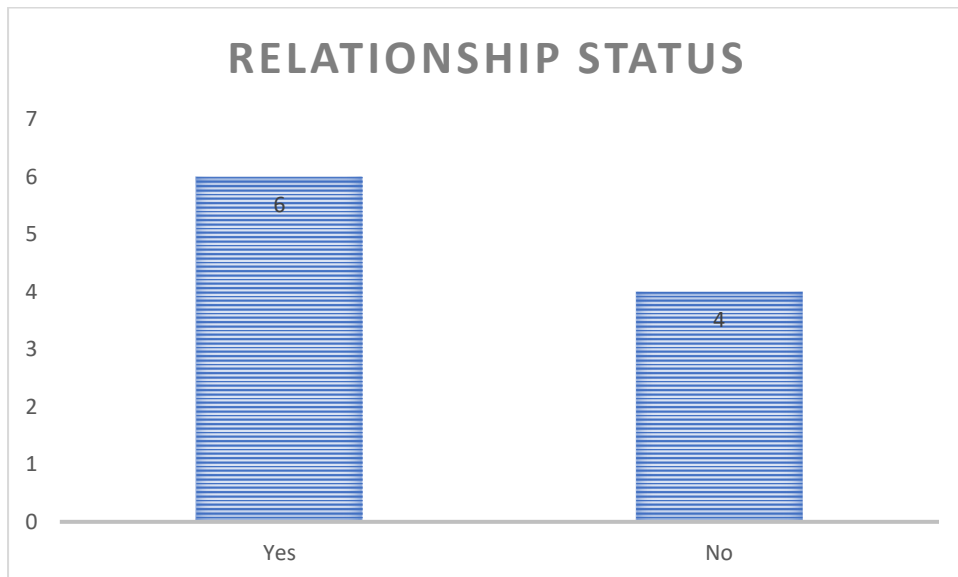
RESULTS

1. How do you describe your gender?

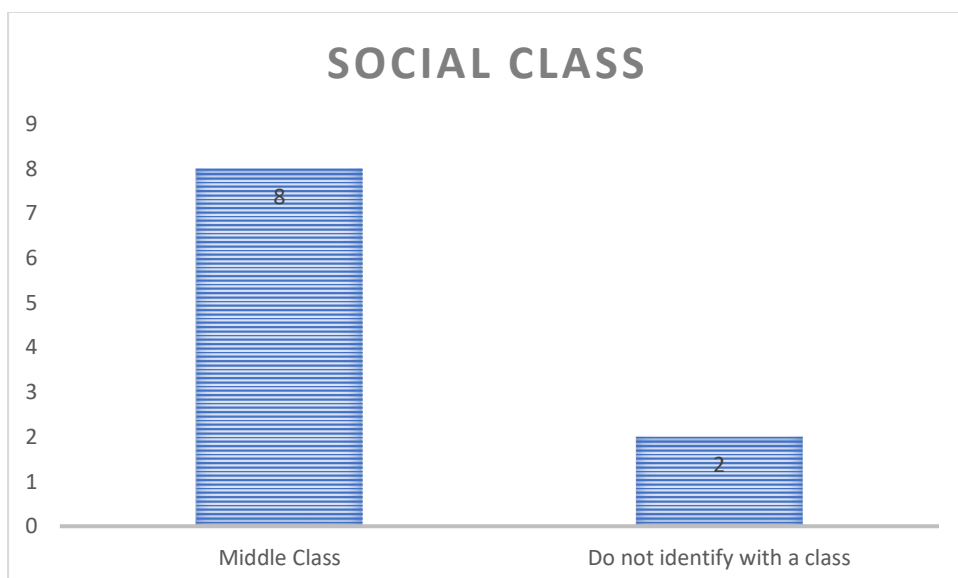




2. Are you married or in a civil partnership?

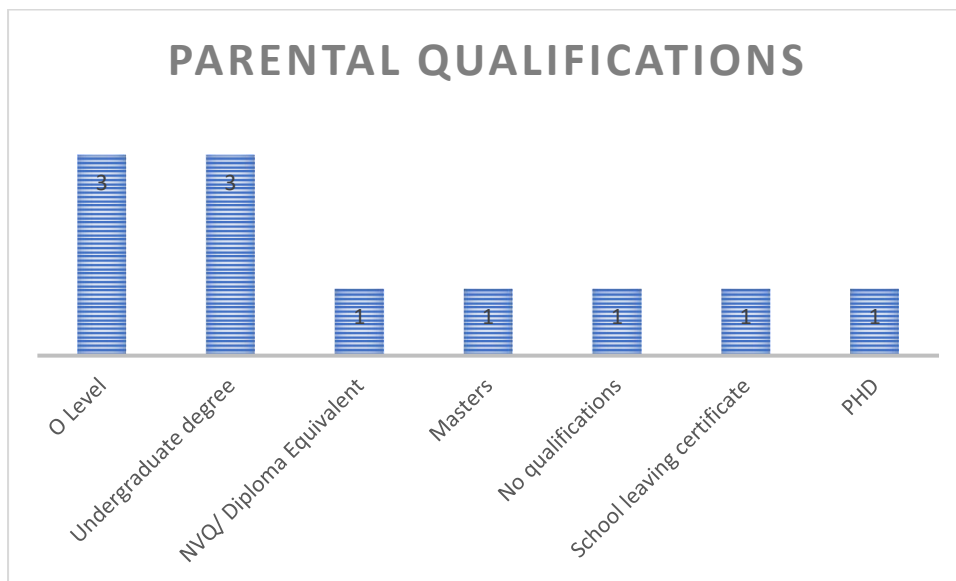


3. How do you identify your class?

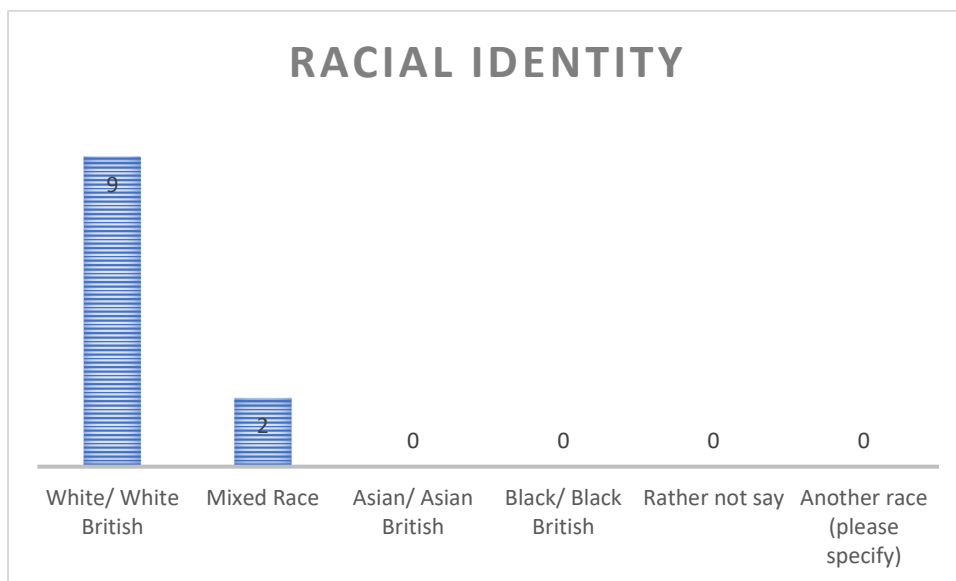




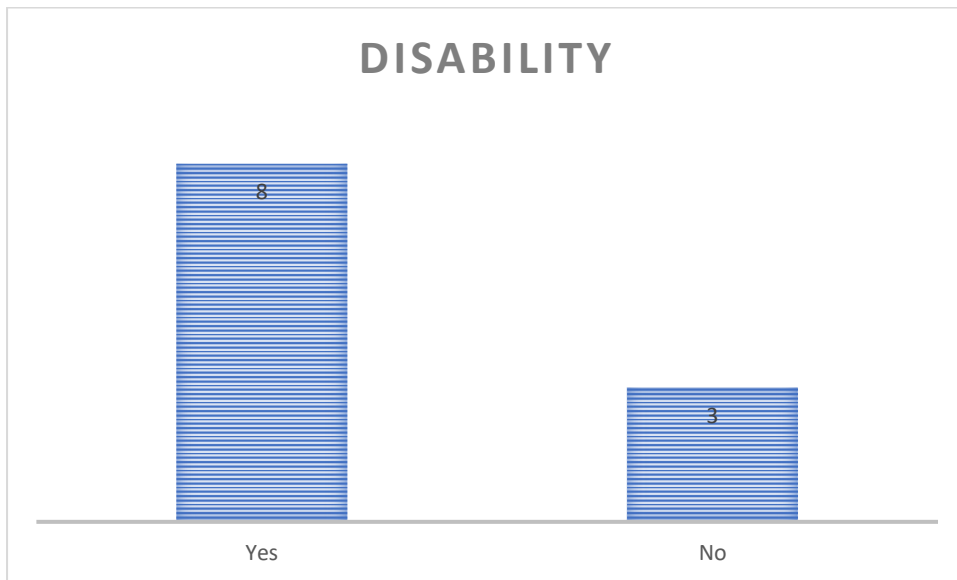
4. What was the highest value of your parents' qualifications?



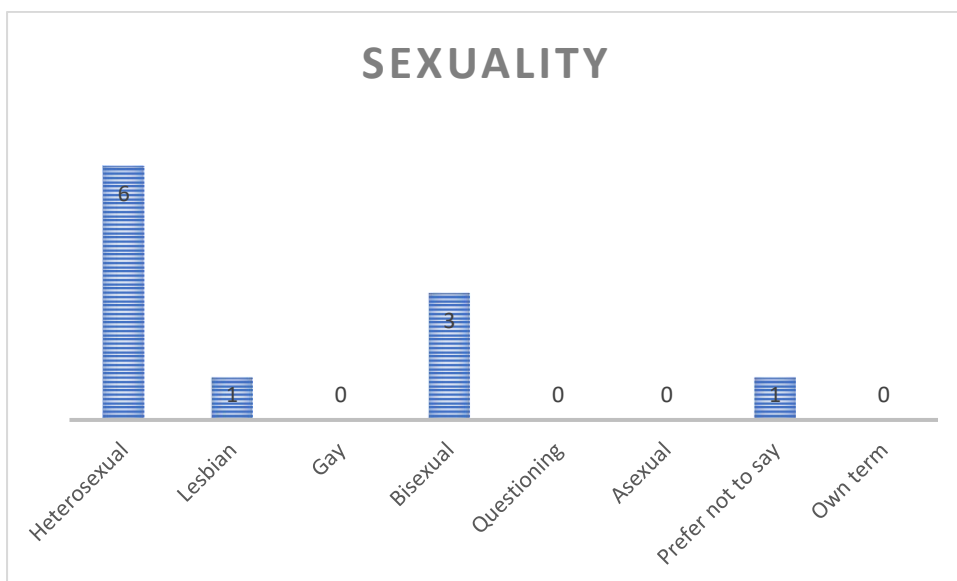
5. What race or ethnicity best describes you?



6. Do you consider yourself to have a disability? Please feel free to include mental disabilities.



7. How do you describe your sexuality?



8. At Off the Record, we support young people who are struggling with their mental health and wellbeing. We also support young people who are Lesbian, Gay, Bisexual, Trans, Asexual, and /or questioning or unsure of their sexuality and/or gender identity. We work alongside these young people to bring direct lived experience into our decision making. Do you share similar lived experience to that of the young people we seek to serve?



This is the first year we have conducted this survey. We intend to repeat the survey annually and compare the results. Our ambition is that the diversity of the leadership team mirrors the diversity of the young people we serve.

Oct 2023 Update March 2024