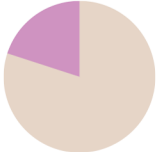
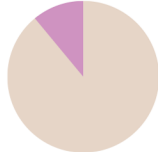
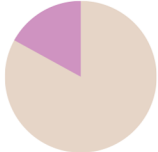
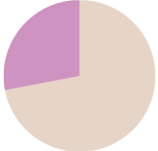
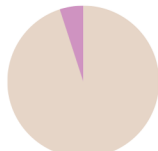
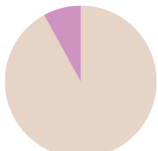
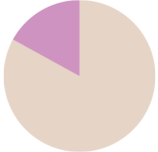
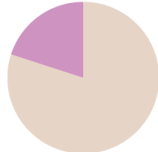
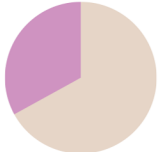
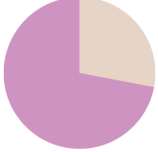
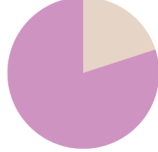

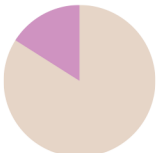
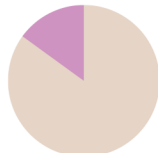

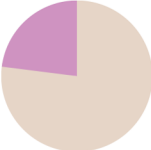
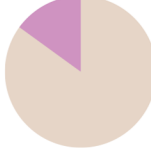

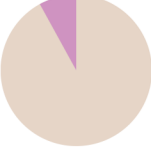
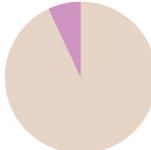
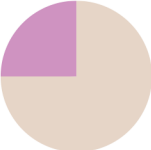
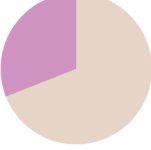
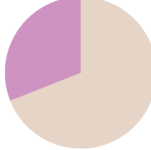
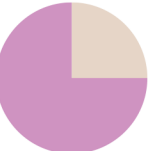


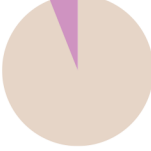
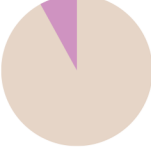


# Organisational Snapshot

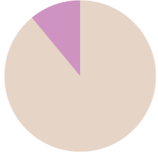
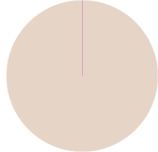
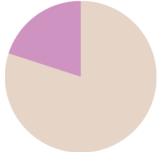
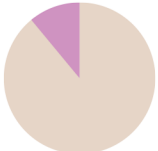
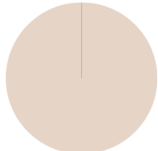
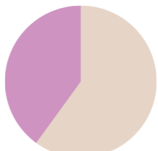
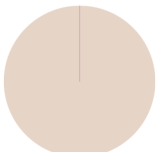
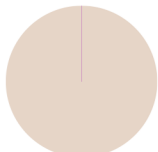
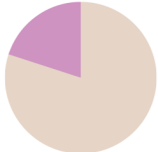



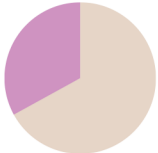
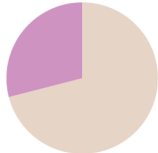
These statistics reflect how our staff and trustees identified in a survey conducted in April 2023, compared with the previous year.

	TARGET	2022/23	2021/22	2020/21
BLACK, ASIAN AND MINORITY ETHNIC	40%	 20%	 11%	 17%
DISABLED	15%	 28%	 5%	 8%
LGBTQ+	Do not fall below 5%	 17%	 20%	 33%
WOMEN	Do not fall below 51%	 72%	 80%	 75%
CARE EXPERIENCED	–	 16%	 15%	–

# Staff

	TARGET	2022/23	2021/22	2020/21
BLACK, ASIAN AND MINORITY ETHNIC	40%	 25%	 23%	 15%
DISABLED	15%	 38%	 8%	 7%
LGBTQ+	Do not fall below 5%	 25%	 31%	 31%
WOMEN	Do not fall below 51%	 75%	 85%	 77%
CARE EXPERIENCED	–	 6%	 8%	–

# Trustees

	TARGET	2022/23	2021/22	2020/21
BLACK, ASIAN AND MINORITY ETHNIC	40%	 11%*	 0%*	 20%
DISABLED	15%	 11%	 0%	 40%
LGBTQ+	Do not fall below 5%	 0%*	 0%	 20%
WOMEN	Do not fall below 51%	 67%	 71%	 60%
CARE EXPERIENCED	–	 33%	 29%	–

\*One person preferred not to say