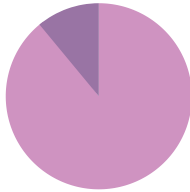
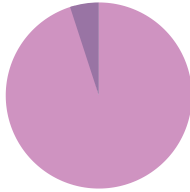
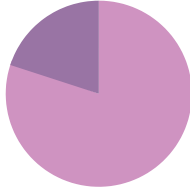
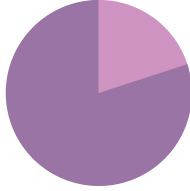
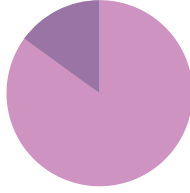


Organisational Snapshot

These statistics reflect how our staff and trustees identified in a survey conducted in April 2022, compared with the previous year.

This year, we measured data about experience of care for the first time.

	2022/23	2021/22
BLACK, ASIAN AND MINORITY ETHNIC	 11%	17%
DISABLED	 5%	8%
LGBTQ+	 20%	33%
WOMEN	 80%	75%
CARE EXPERIENCED	 15%	

Staff

We are proud to have high LGBTQ+ and women representation within the team.

Our focus going forward is to improve representation of BAME, disabled and care experienced staff members.

Alongside this, we want to continue to strengthen our culture of inclusion.

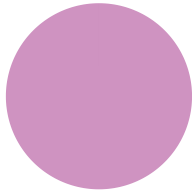
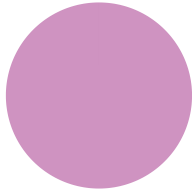
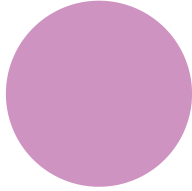
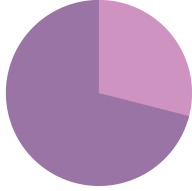
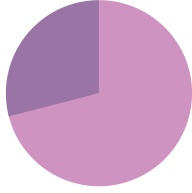
	2022/23	2021/22
BLACK, ASIAN AND MINORITY ETHNIC	23%	15%
DISABLED	8%	7%
LGBTQ+	31%	31%
WOMEN	85%	77%
CARE EXPERIENCED	8%	

Trustees

Our Board of Trustees has increased in size this year.

We're proud to have lived experience of care and representation of women on our board of trustees.

Going forward, our priority for board recruitment is improve representation of BAME, disabled and LGBTQ+ trustees.

	2022/23	2021/22
BLACK, ASIAN AND MINORITY ETHNIC	 0%*	20%
DISABLED	 0%	40%
LGBTQ+	 0%	20%
WOMEN	 71%	60%
CARE EXPERIENCED	 29%	

*One person preferred not to say