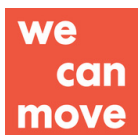


# **Active Gloucestershire Diversity Survey Results**

**As of September 2024**



**Active**  
Gloucestershire

# Introduction

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At Active Gloucestershire, we believe that understanding who we are is a vital part of becoming the inclusive, responsive organisation we strive to be.

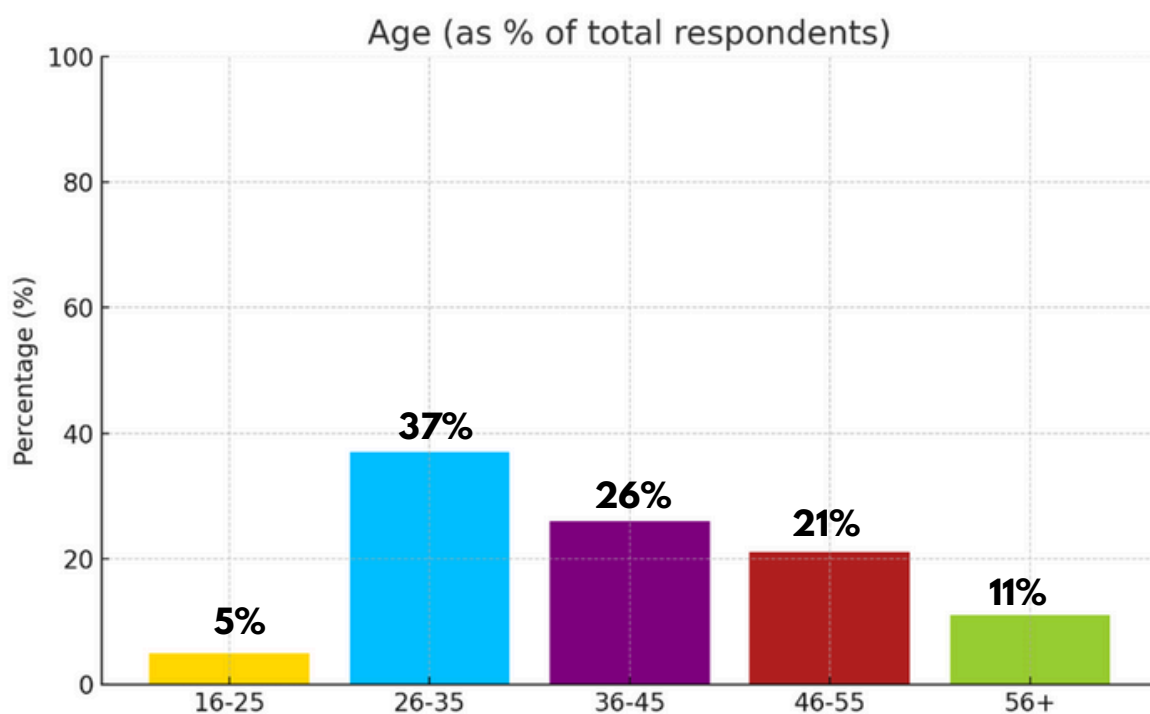
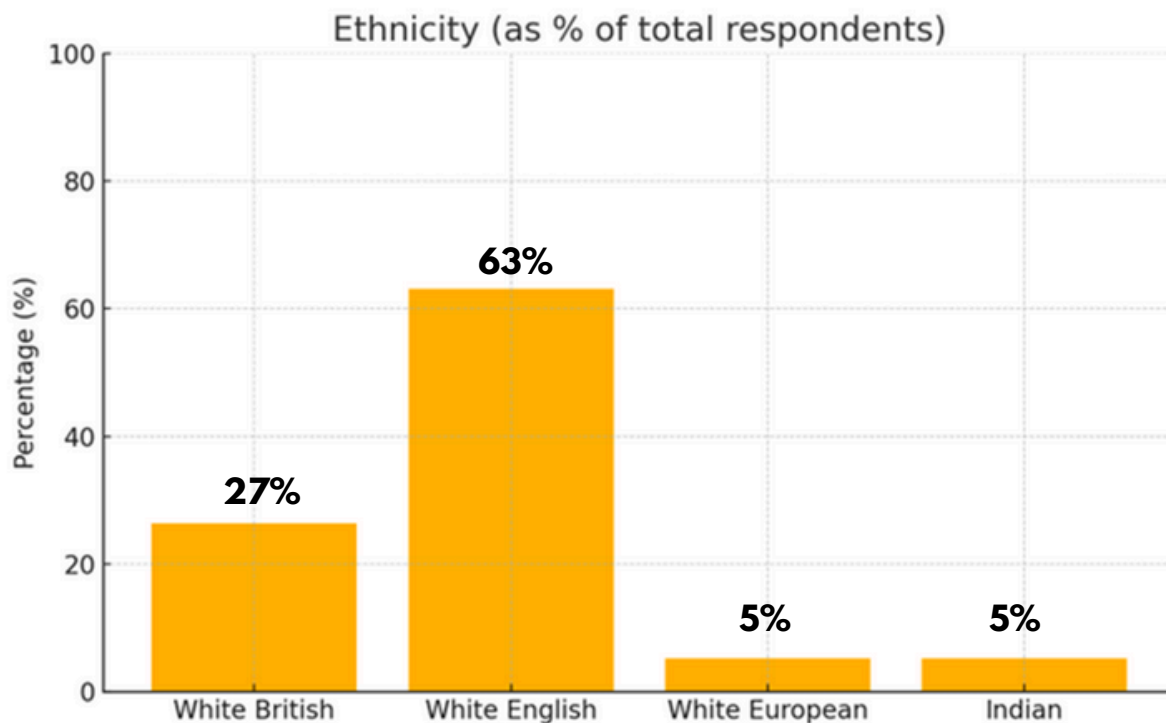
To support this, we conducted two separate and anonymous diversity surveys—one for our staff team and one for our Board—in September 2024. We are proud to report a 100% response rate, enabling us to gain a full picture of our organisational makeup.

This overview provides a time-stamped snapshot of the demographic composition of both groups, offering insight into the diversity of experience, identity, and background within our workforce. By examining staff and Board data separately, we aim to build a clear and honest picture of where we are now—celebrating our strengths while identifying areas for learning and growth.

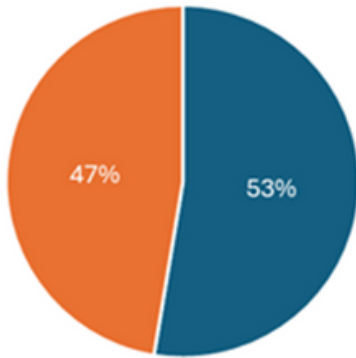
This data not only informs our ongoing Equality, Diversity, and Inclusion (EDI) work, but also ensures that our culture, policies, and practices reflect the people we work with and the communities we serve.



# Active Gloucestershire staff team

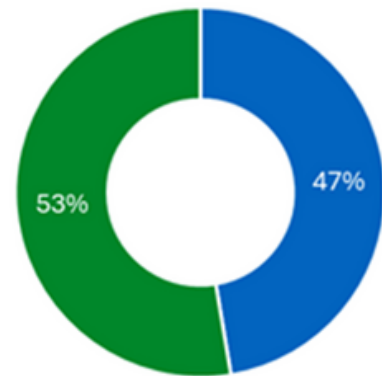


### What is your religion or belief?



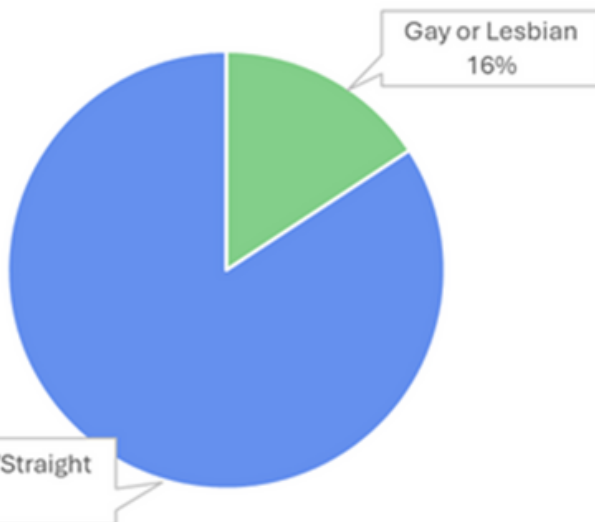
- Christian (including Church of England, Catholic, Protestant, and all other Christian denominations)
- No religion

### What is your gender?

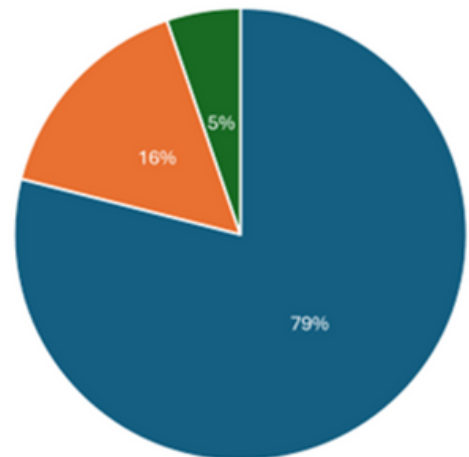


- Female
- Male

### What is your sexual orientation?



### Highest Qualification achieved



- Bachelor's degree
- Master's degree
- Vocational qualification (e.g., NVQ)

5%

identified as having a disability or long-term health condition.

5%

identified as neurodiverse

0%

identified as having accessibility requirements



## Strengths & what it says about us

### **A caring, values-driven organisation with a strong staff culture.**

100% of staff report feeling happy at work and able to be their full selves. We've built a culture where wellbeing, learning, and psychological safety are prioritised – and it shows in our low turnover and high levels of engagement.

### **We're reflective, data-informed, and responsive.**

We don't just collect data – we use it. The survey results help shape our culture, recruitment practices, benefits, and working environment. Our approach is rooted in listening and learning, and that's reflected in how we design our organisational offer.

### **Our team includes valuable lived experience.**

A significant number of staff grew up in areas of deprivation (16%) or received free school meals (21%). This diversity of background and socioeconomic experience brings a richness to our work and strengthens our ability to connect meaningfully with local communities.

### **We understand the importance of intersectionality.**

Our team isn't defined by single characteristics. We recognise that people hold multiple, intersecting identities – across gender, race, sexuality, class, disability, faith, and more – and we value the depth of perspective this brings. Intersectionality must remain central to how we design and deliver our work.



## Challenges and opportunities for growth

### **In a small team, change is magnified.**

With a team of 19, one response accounts for roughly 5% – making the data easily swayed. For example, a single new joiner in October shifted the gender balance. This highlights the importance of interpreting our data within context and recognising that small changes in staffing can produce significant percentage shifts.

### **Faith: Broaden understanding and inclusion.**

Currently, staff either identify as Christian or have no religion – no one reported a different belief system. In contrast, 9% of Gloucestershire's population have a faith outside of Christianity. This gap invites us to reflect: How inclusive are we of other beliefs? How do we accommodate different religious practices or spiritual needs? Future staff surveys and recruitment rounds could explore this further.

### **Disability, neurodiversity and accessibility need attention.**

Only 5% of staff identify as disabled or neurodiverse, and none reported accessibility requirements. This might indicate barriers to disclosure or recruitment. We must continue building partnerships with local organisations with expertise in disability, and make sure our systems and processes are genuinely accessible – not just in policy, but in practice.

### **Representation gaps remain.**

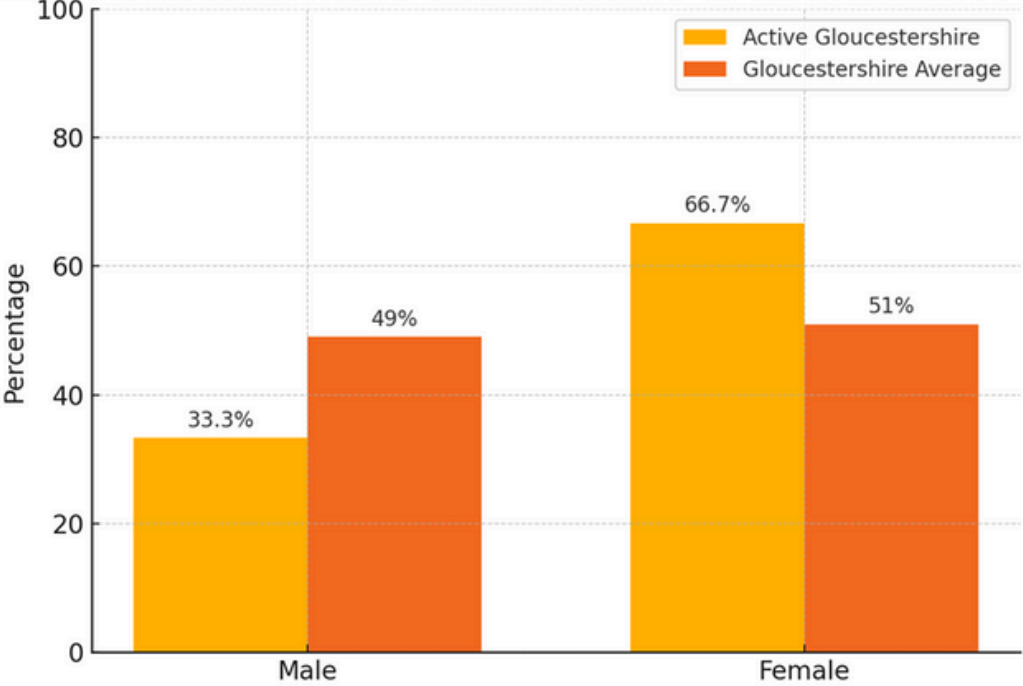
Ethnic diversity remains limited (95% white) closely mirroring Gloucestershire's population (93.1%) and is slightly more diverse than other Active Partnerships (97% white) but we must go further. If we're not always able to represent diversity internally, we must actively seek to hear, elevate, and co-design with people from underrepresented groups – especially within our priority cohorts and work areas.

### **Qualifications: Rethink what counts.**

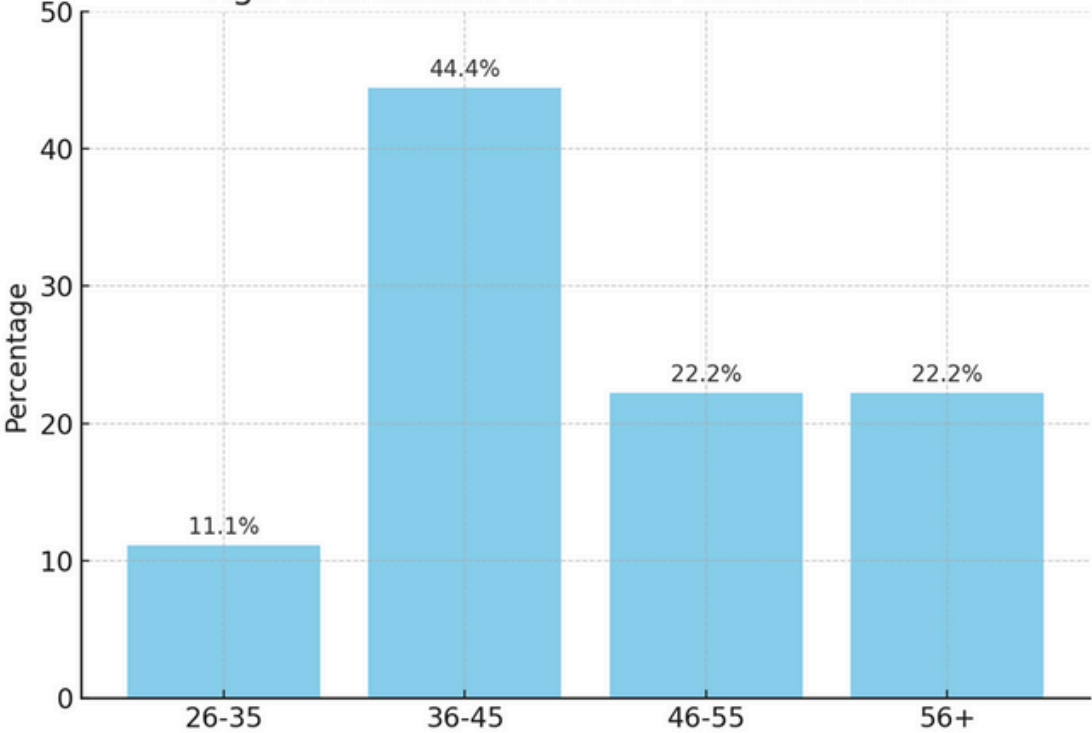
With 70% of our team holding a degree, we need to reflect on how our recruitment criteria, systems and language might exclude those with lived, vocational, or community experience. Ensuring that our engagement and hiring processes are truly accessible is key to broadening our reach.

# Active Gloucestershire Board

Gender Distribution: Active Gloucestershire vs Gloucestershire Average

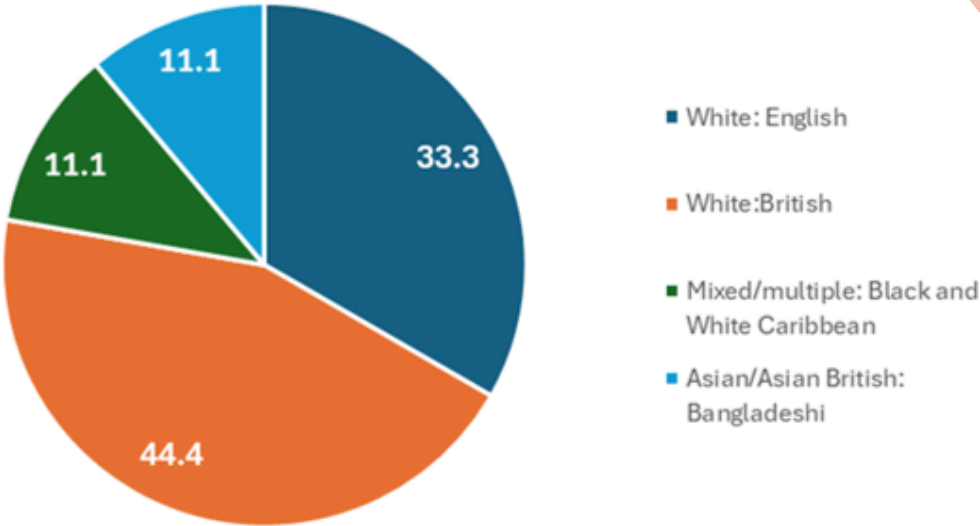


Age Distribution at Active Gloucestershire

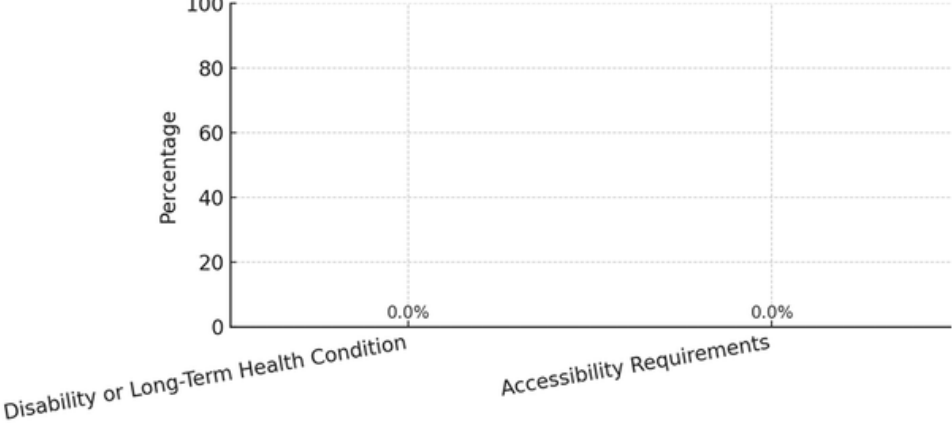




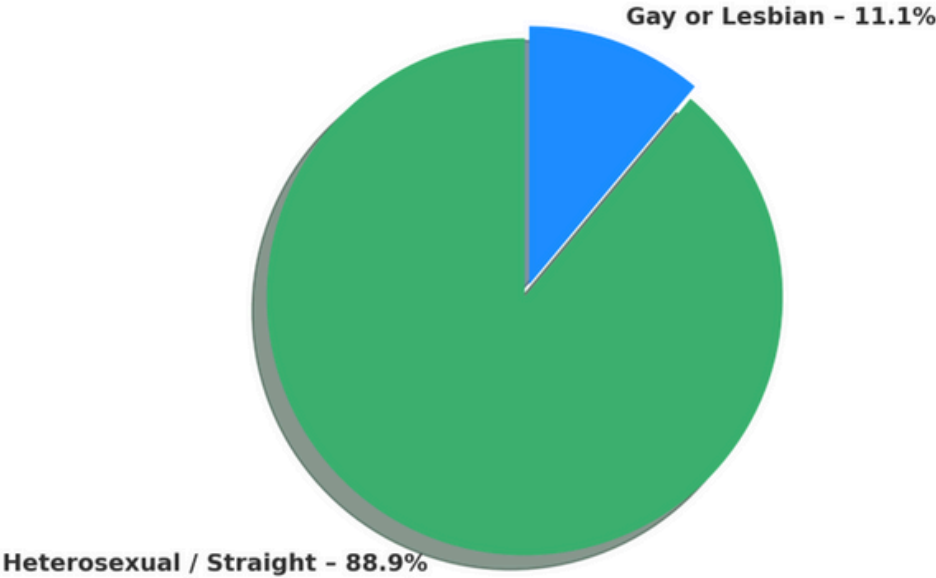
Ethnicity



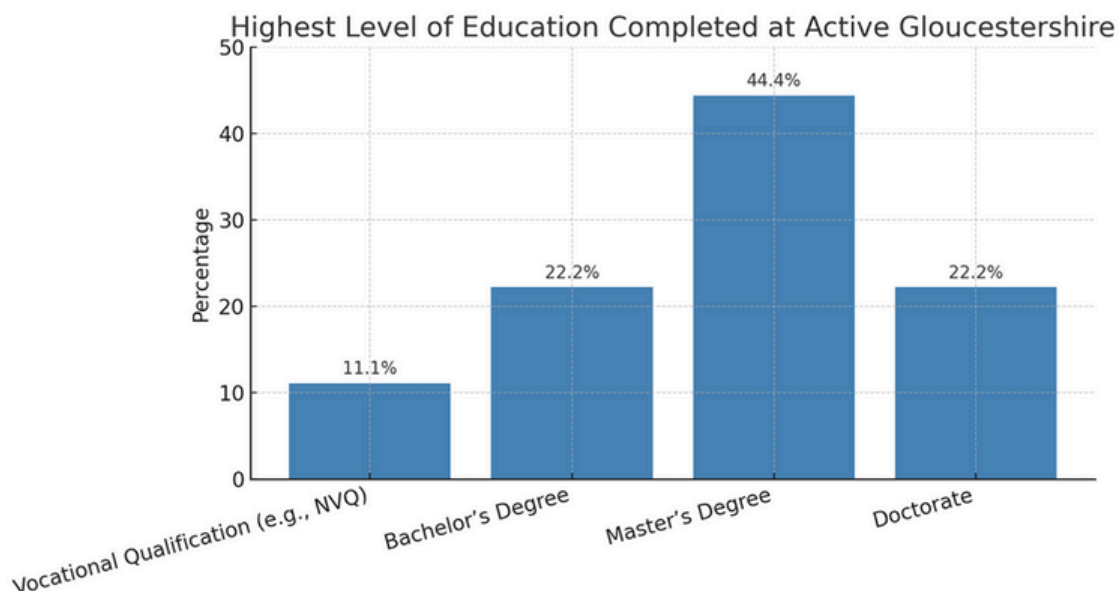
Disability and Accessibility Disclosure at Active Gloucestershire



Sexual Orientation of Staff at Active Gloucestershire







## Strengths & what it says about us

### **Intentional steps towards inclusion and representation.**

Our Board is on a journey of intentional diversification. Recent appointments have brought in fresh voices and perspectives, helping to challenge traditional norms and bring a wider range of experiences to the table. This signals our commitment to inclusive leadership and to better reflecting the communities we serve.

### **A growing culture of reflection and openness.**

Board members have engaged thoughtfully with our diversity data, showing a willingness to reflect, listen and learn. By embedding EDI discussions into board meetings and governance practices, we are laying strong foundations for a culture of equity and shared responsibility.

### **New voices bring fresh energy and lived experience.**

With four new trustees recently joining, our Board has benefitted from new thinking and lived experience across a range of identities and sectors. This evolving diversity enriches strategic conversations and strengthens our ability to govern with insight and empathy.

### **A shared commitment to progress.**

There is clear appetite across the Board to build an inclusive culture—where difference is valued and equity is a shared goal. Trustees are engaging with EDI training and initiatives, championing inclusive language, and participating in reflective conversations about power and privilege.



## Challenges and opportunities for growth

### **Representation is improving—but not yet balanced.**

While recent appointments have improved diversity, our Board remains majority white and predominantly degree-educated. We recognise this as a starting point, not an endpoint. True representation means proactively engaging underrepresented communities in leadership and co-design.

### **Intersectionality is not yet fully visible.**

With a small number of trustees, it can be difficult to reflect the full spectrum of intersecting identities (e.g., race, disability, class, sexuality, age). This highlights the importance of ensuring that those not represented around the table still have influence through inclusive decision-making and community-led insight.

### **Recruitment practices can evolve.**

Board recruitment often relies on traditional networks or voluntary databases, which can unintentionally exclude those without prior governance experience. We have an opportunity to remove barriers, such as jargon-heavy role descriptions or assumptions around availability, and make trustee roles more accessible and inviting.

### **Psychological safety must be nurtured.**

As we bring in new and more diverse voices, we need to ensure that all trustees feel safe, heard, and respected. Creating space for disagreement, reflection, and learning is essential to building a truly inclusive governance culture.

### **Clarify our accountability.**

Our Board sets the tone for the organisation's EDI work. As such, we need to be clear on how we hold ourselves accountable—through visible leadership, continuous learning, and a commitment to ongoing progress, even when it's uncomfortable.

**At Active Gloucestershire, we are committed to creating an inclusive culture across both our staff and Board. Our focus is not only on who is in the room, but on how we share power, listen deeply, and design with equity at the heart of all our initiatives.**

### **Centre voices, not just representation.**

Inclusion is about more than demographics—it's about influence. We will continue building meaningful ways for those with lived experience of inequality to shape our direction, decisions, and day-to-day practice.

### **Deepen relationships with equity-led partners.**

We'll grow and strengthen partnerships with organisations such as Lives of Colour, Inclusion Gloucestershire, and Pride in Gloucestershire, learning from their expertise to create more welcoming recruitment, leadership, and engagement pathways.

### **Create space for faith and belief.**

We recognise the need to better support religious diversity across our organisation. We will work to ensure our culture, practices and calendar are inclusive of all beliefs, not just those of the majority.

### **Embed intersectionality into everything.**

We will design and deliver with the understanding that identities overlap and intersect. This will be central to how we approach strategy, governance, communication, events, and engagement.

### **Build inclusive systems that work for everyone.**

From onboarding and recruitment to governance and progression, we'll continue to review and evolve our internal systems to ensure they're inclusive, equitable, and accessible—both in policy and in practice.

### **Use data with care and purpose.**

We will continue collecting and reflecting on data across staff and Board, but we won't stop there. We will interpret it in context, respond with empathy, and balance it with stories and relationships that reveal the fuller picture.

We share this report as part of our commitment to transparency, reflection, and continuous improvement. While numbers alone cannot capture the full depth of who we are, they do help us ask better questions and shape a more inclusive future.

This is not the end of the conversation – it's a point of reflection, learning, and action as we continue building a culture where everyone feels seen, heard, and valued.

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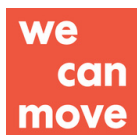
[www.activegloucestershire.org](http://www.activegloucestershire.org)

[www.wecanmove.net](http://www.wecanmove.net)

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