



Diversity Survey 2025.

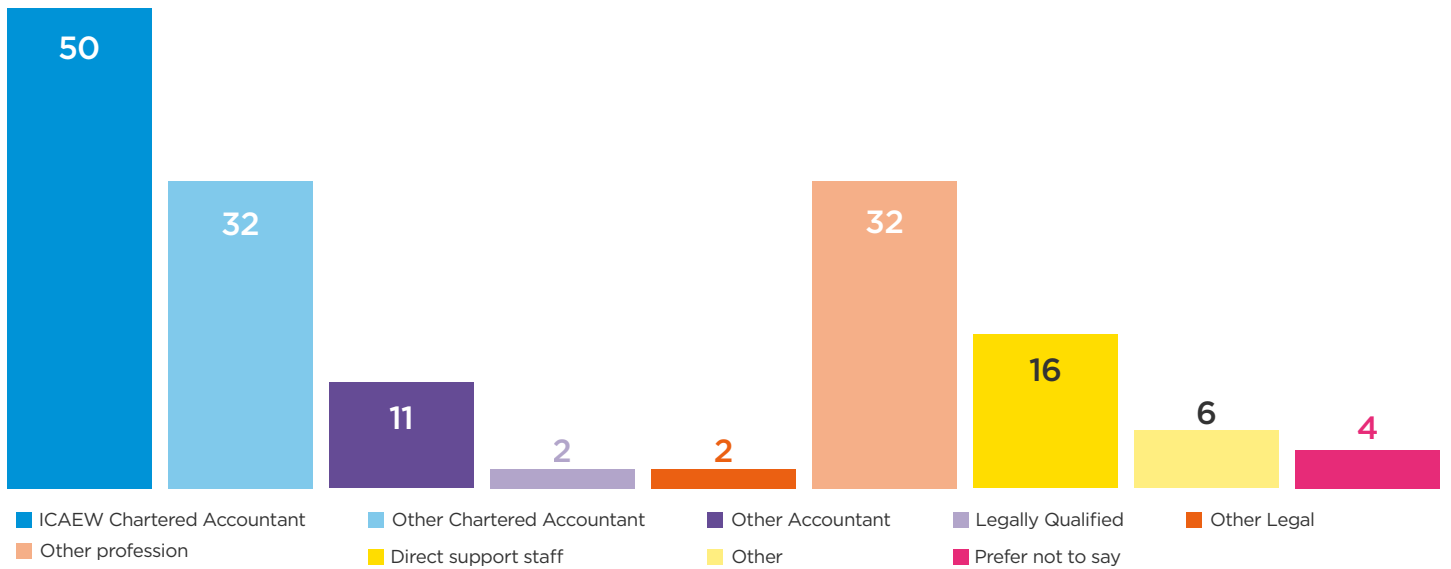
Results of the PEM Diversity
survey for 2025.

pem.
150 YEARS

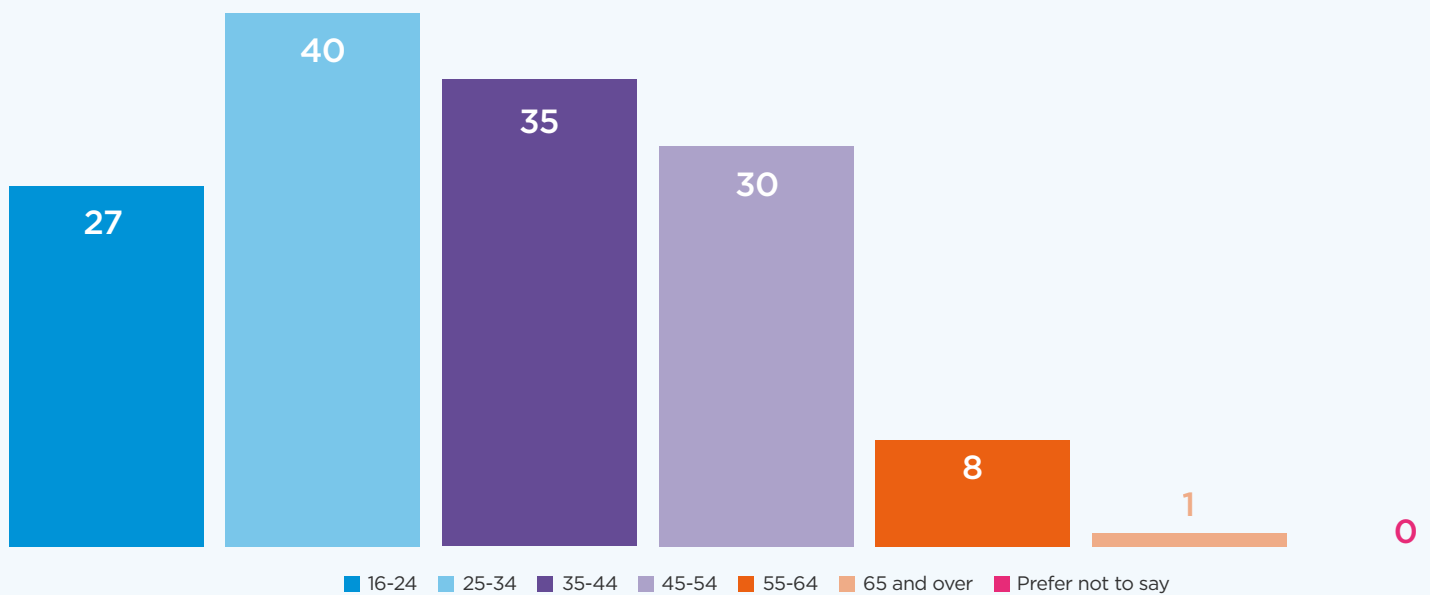
Summary.

In March 2025, we carried out an anonymous and voluntary diversity survey completed by 141 members of staff at PEM, below are our findings from the survey.

1. About you

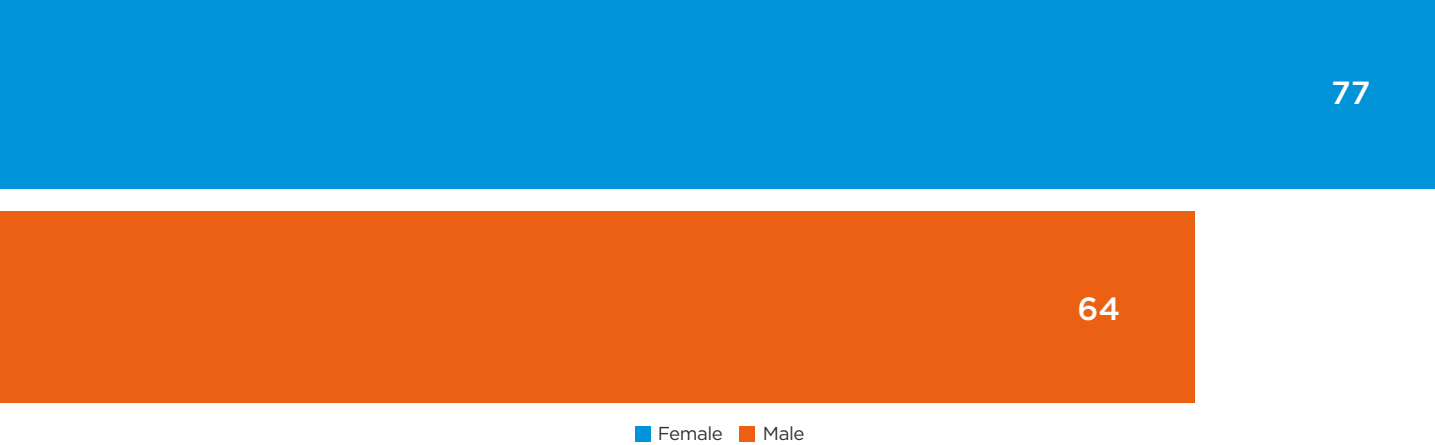


2. Age

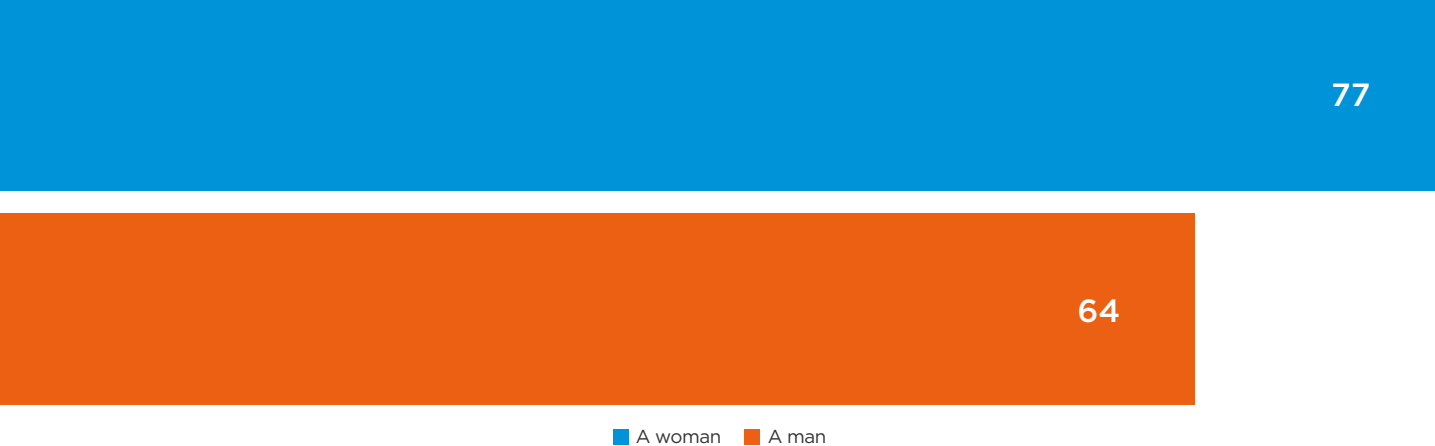


3. Sex and Gender

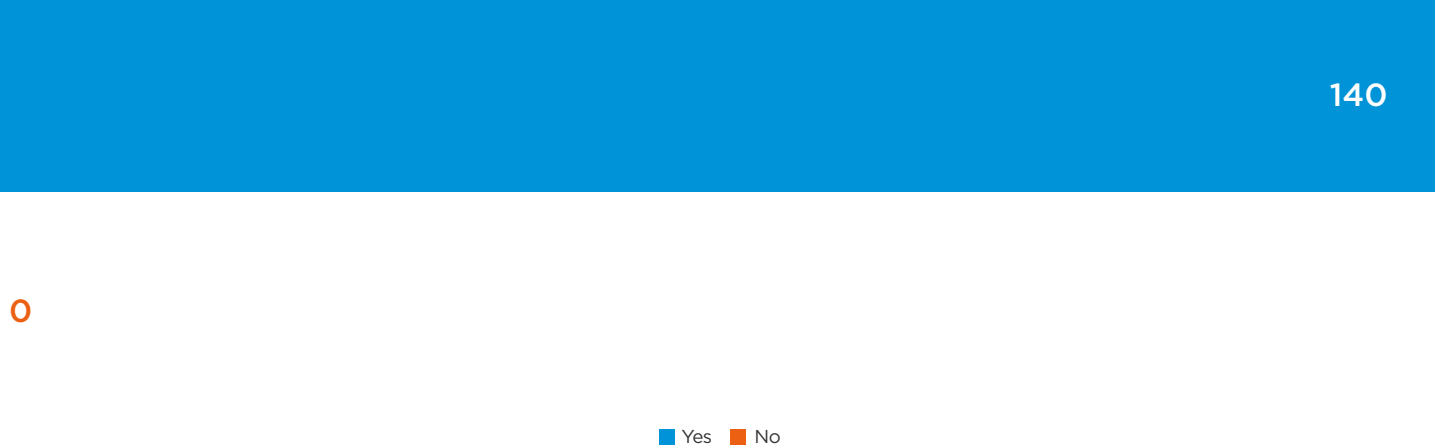
What is your sex registered at birth?



Which gender do you identify with?

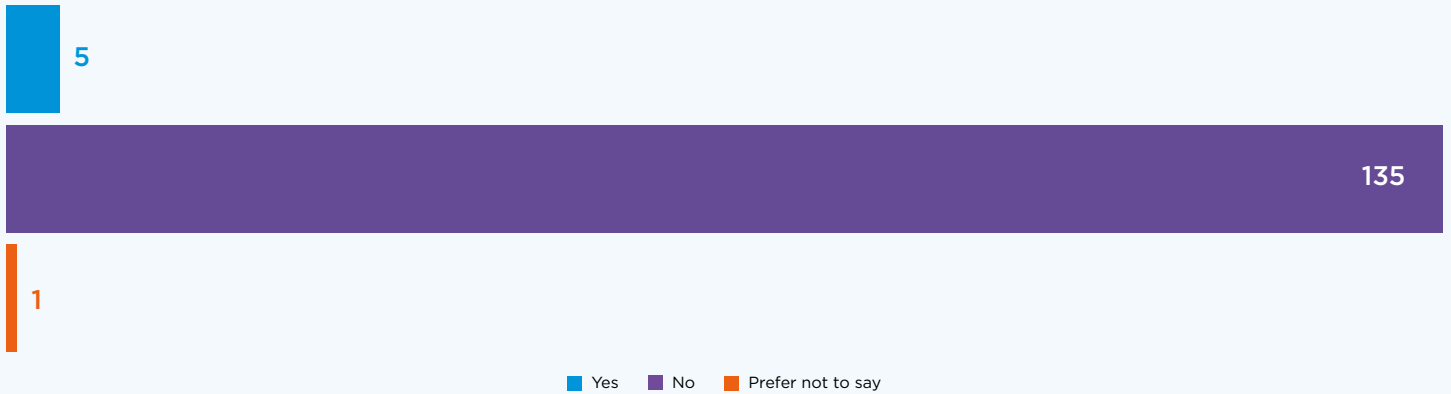


Is the gender you identify with the same as your sex registered at birth?

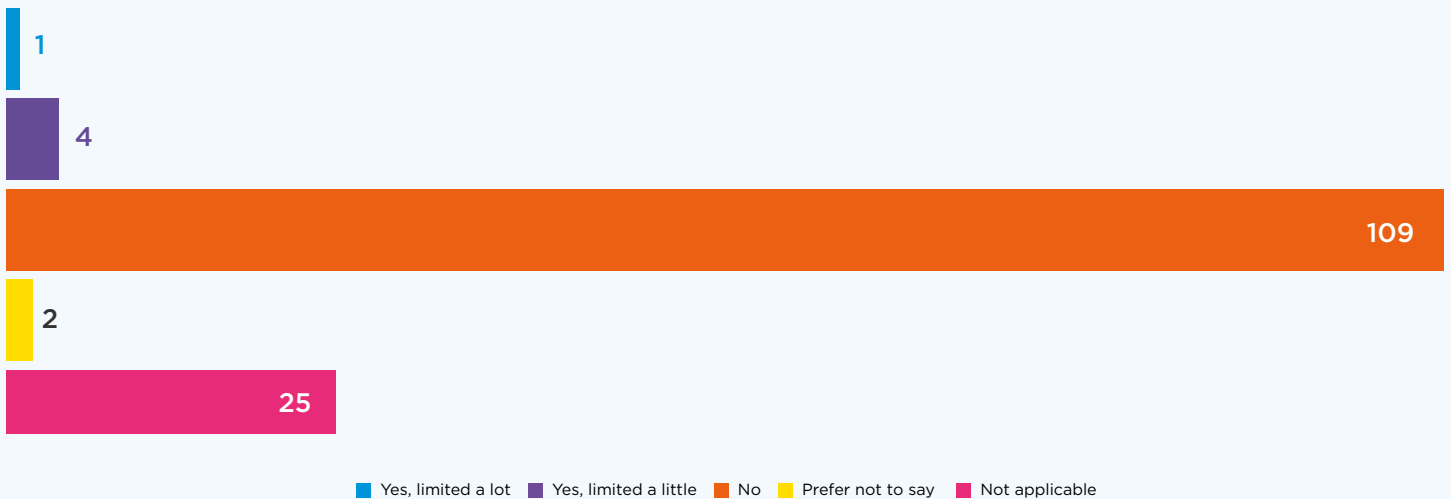


4. Disability

Do you consider yourself to have a disability according to the definition in the Equality Act?



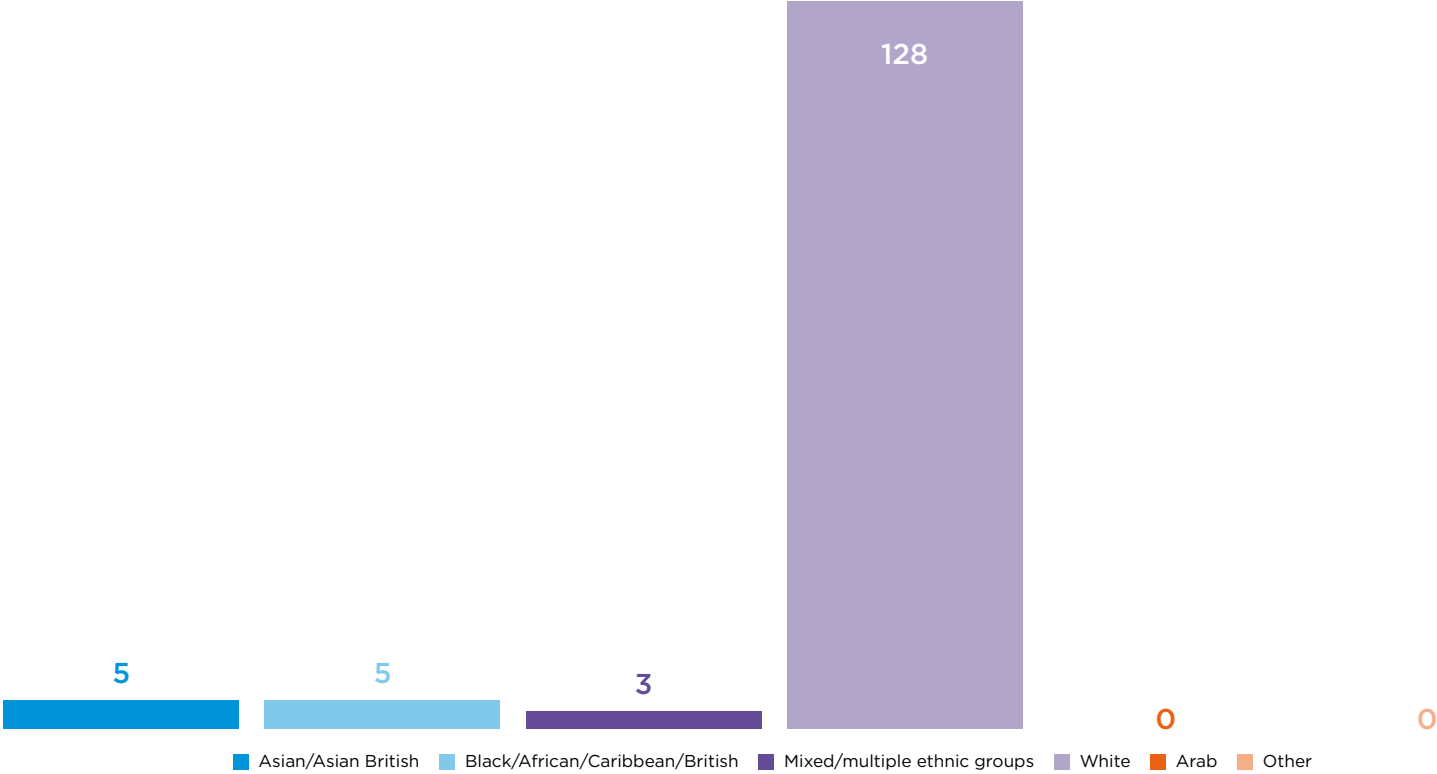
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



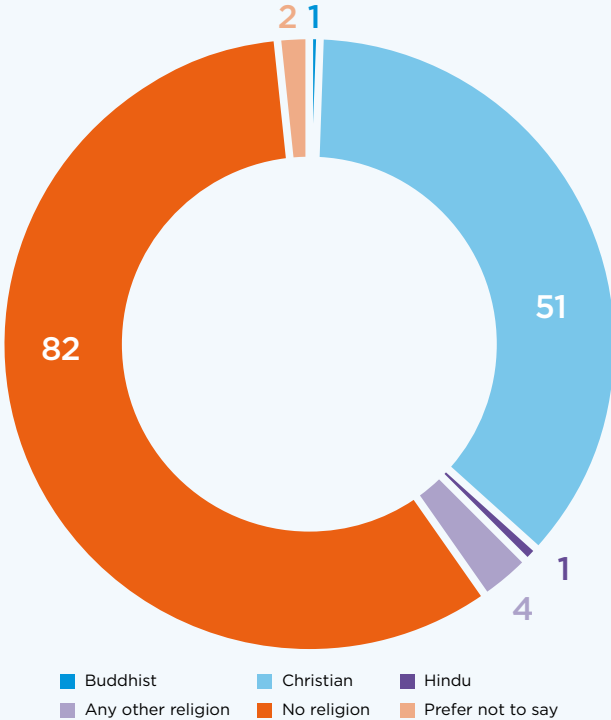
If you have answered “Yes” to any of the previous two questions please identify which of the below health problems or disabilities apply?



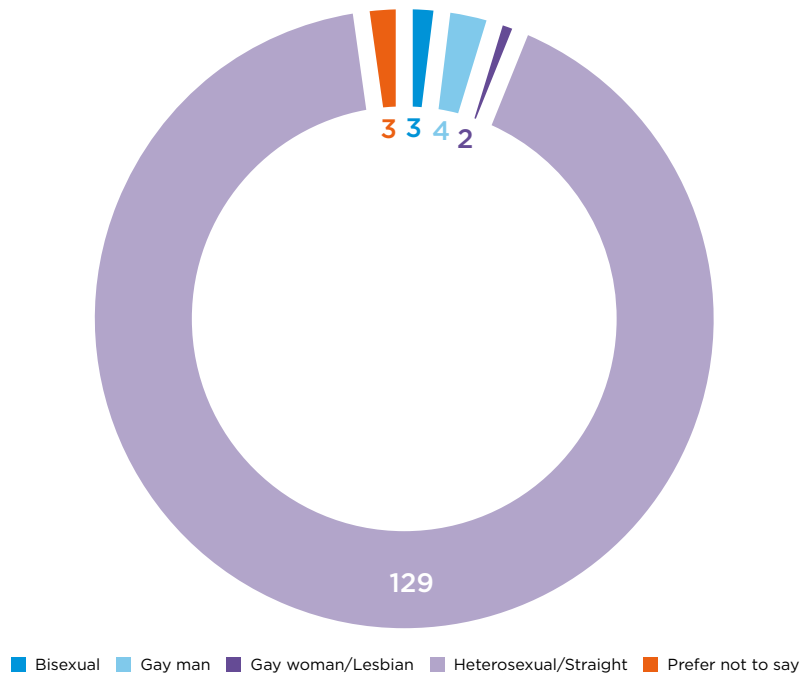
5. Ethnic group



6. Faith

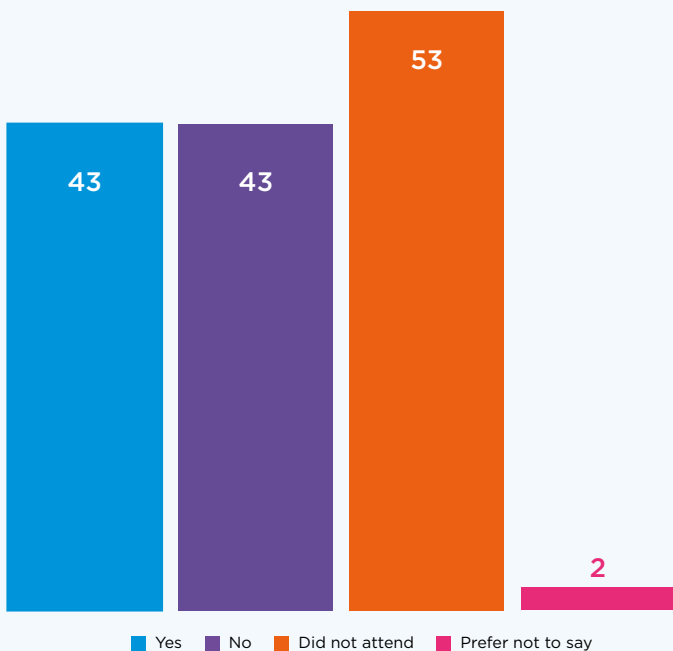


7. Sexual orientation

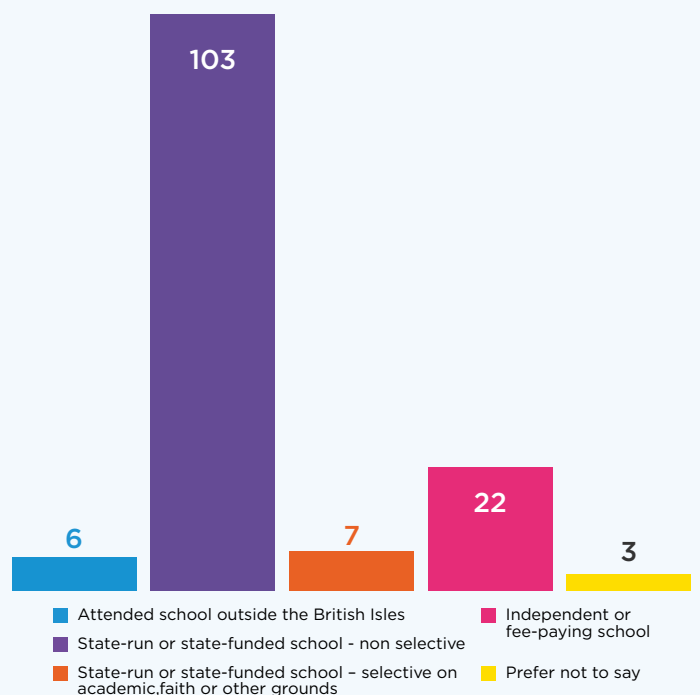


8. Socio-economic background

If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

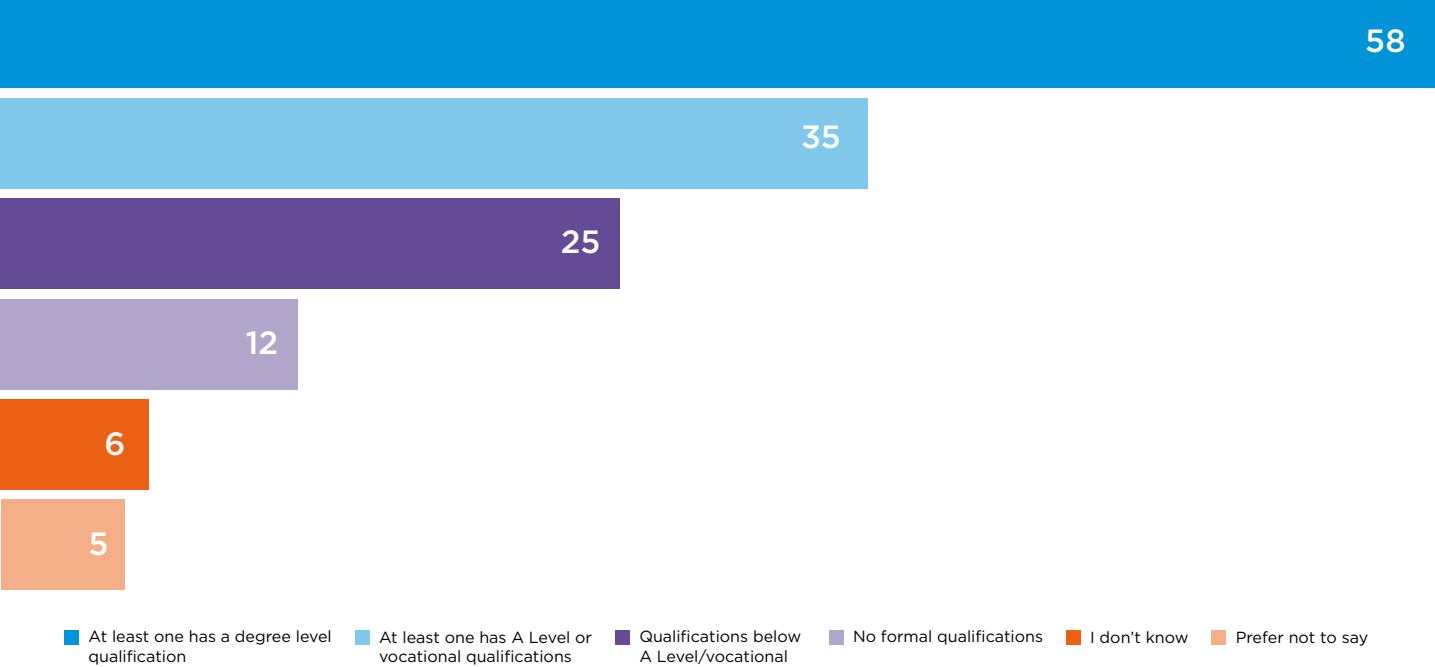


What type of school did you mainly attend between the ages of 11 and 16?

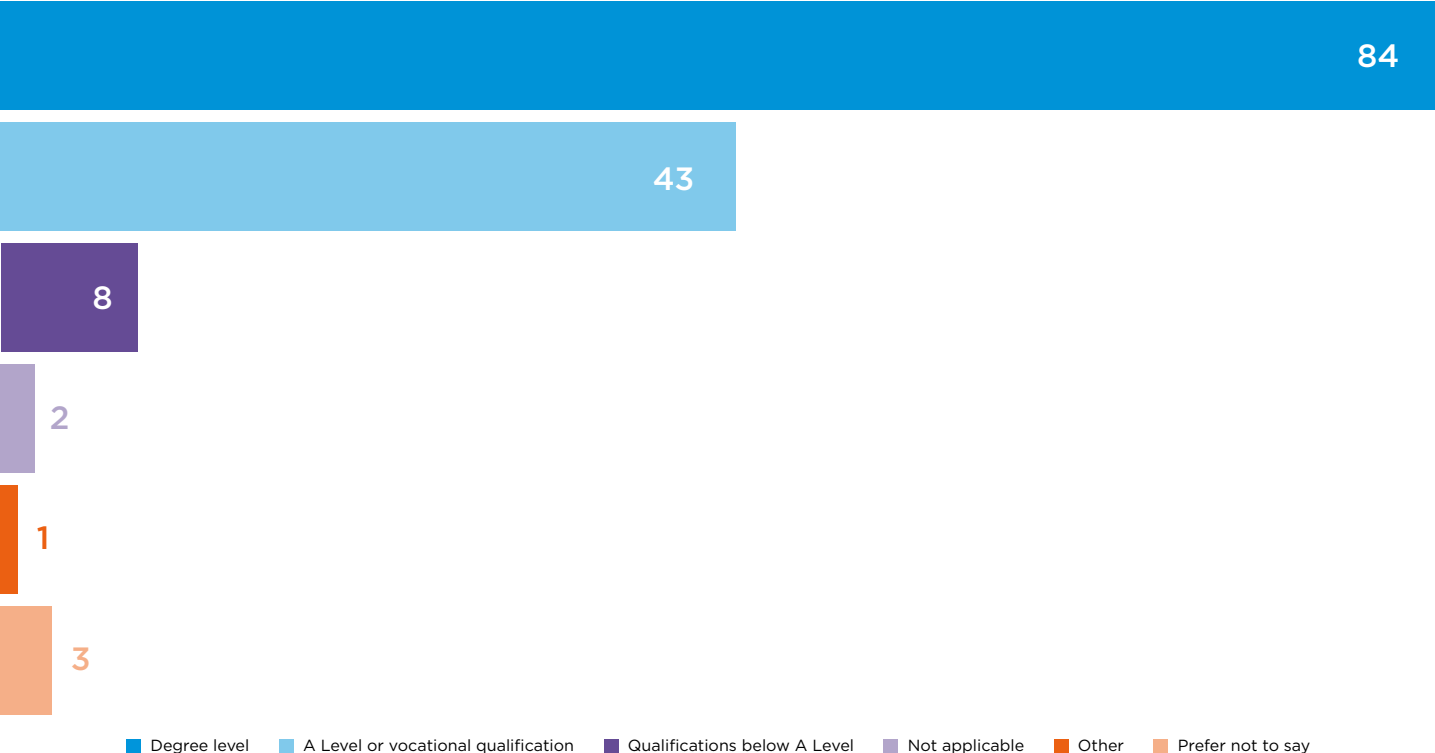


9. Social mobility

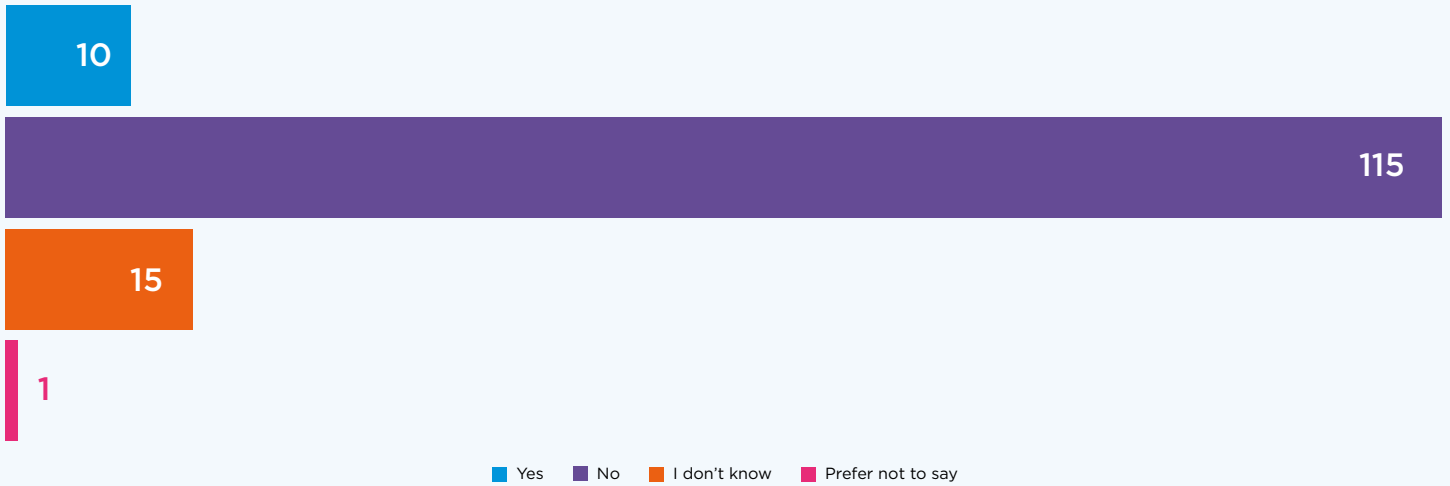
What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?



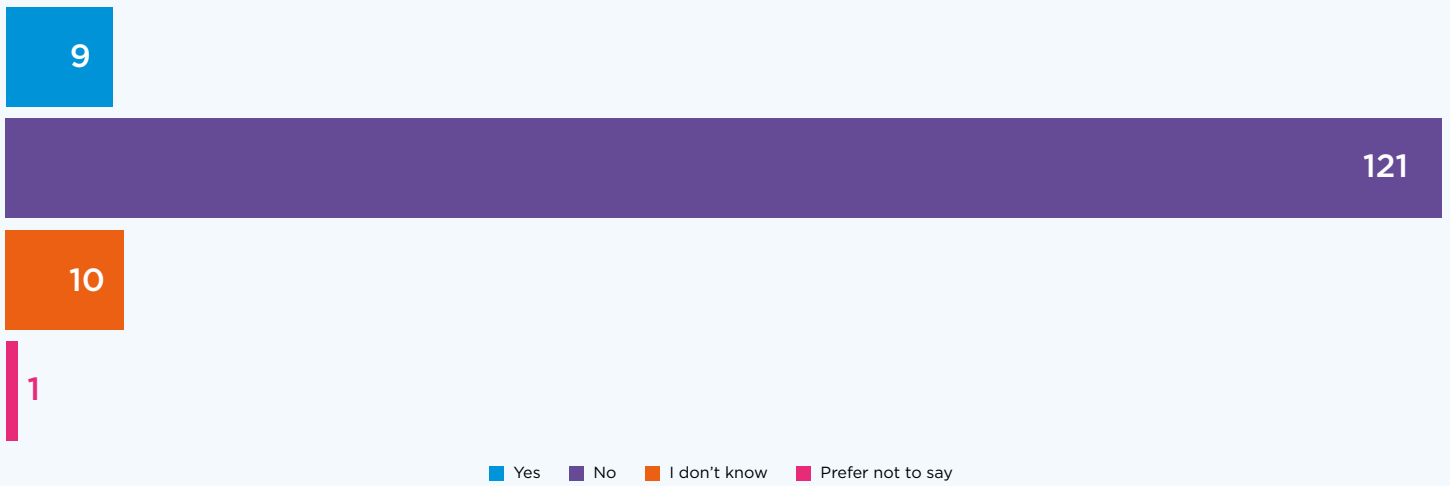
What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?



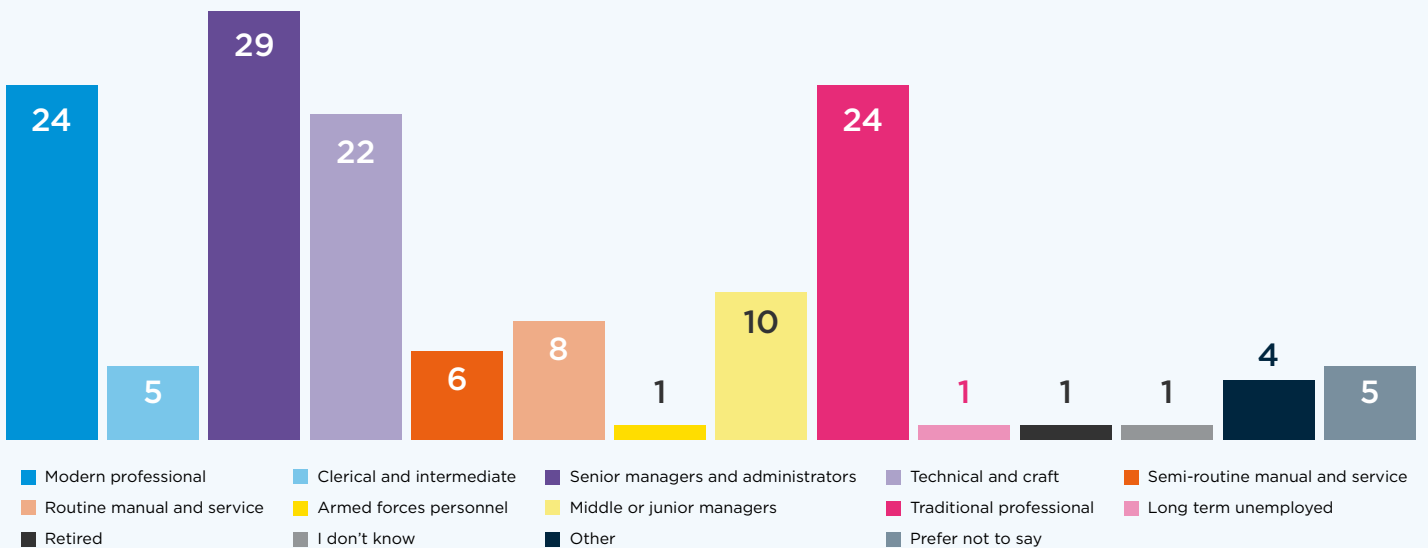
Did your household receive income support?



Were you entitled to free school meals?

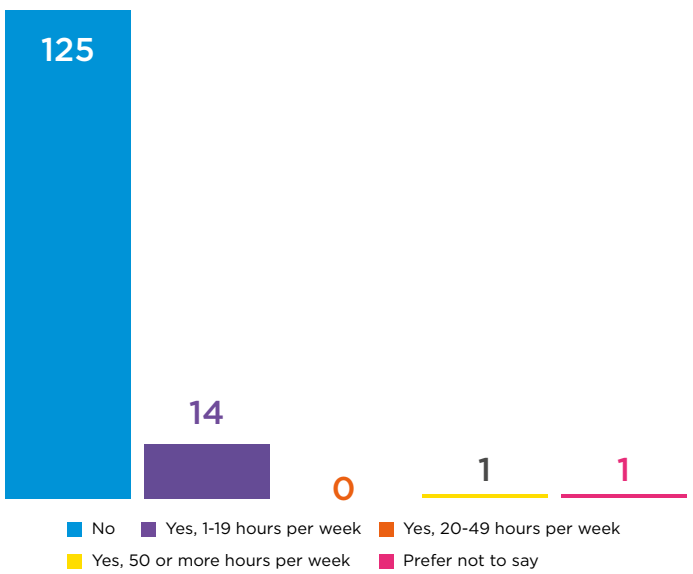


Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?

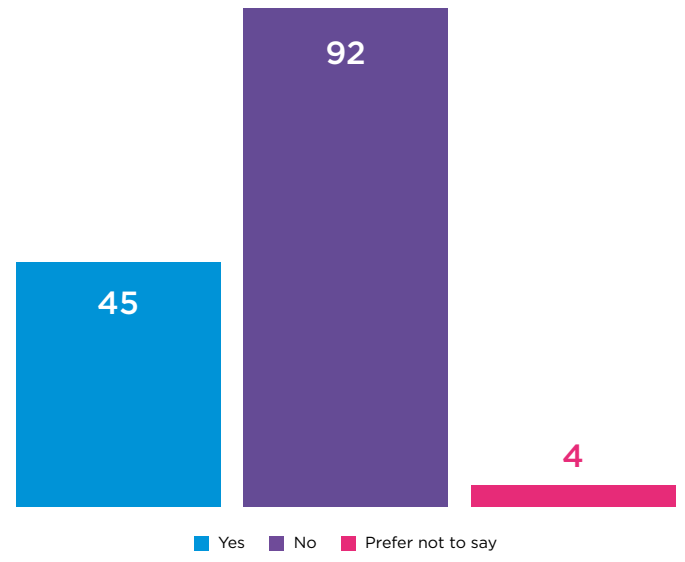


10. Caring responsibilities

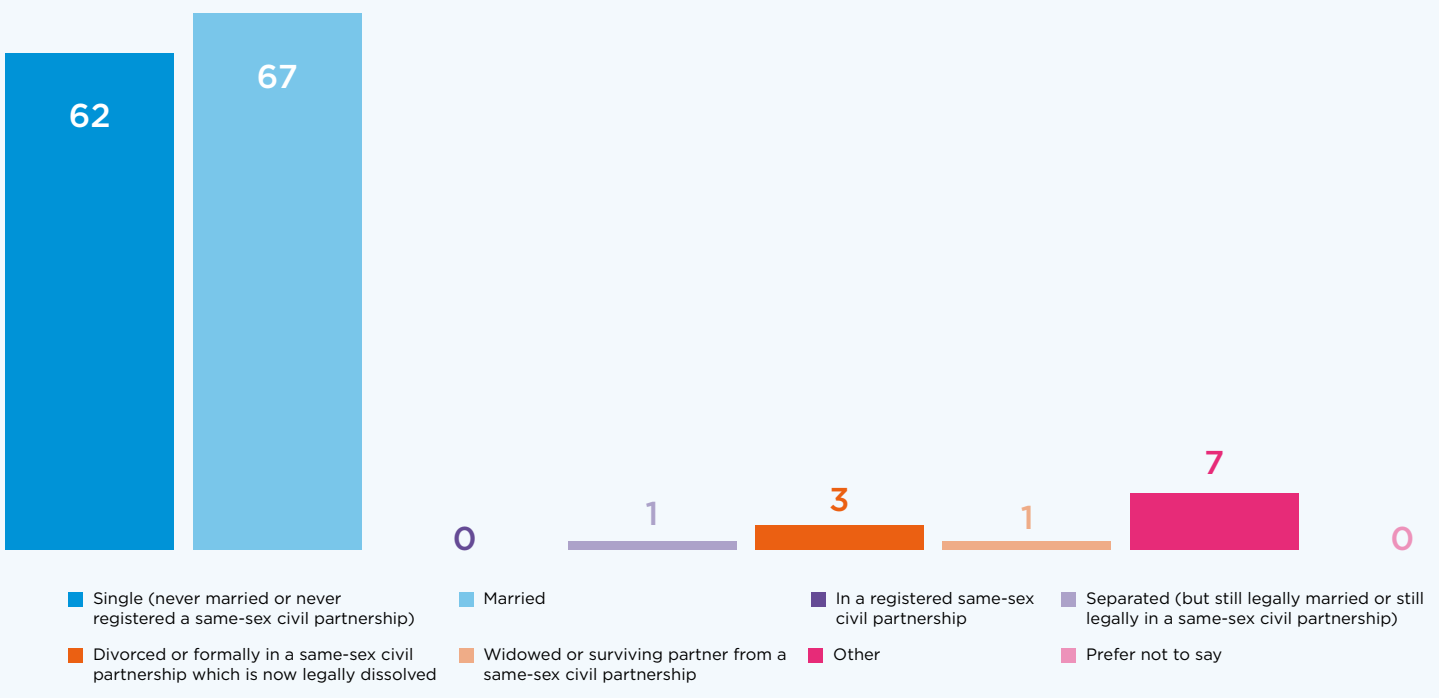
Do you look after, or give any help or support to family members, friends, neighbours or others because of either: Long term physical or mental ill-health/ disability or problems related to old-age?



Are you a primary carer for a child or children under 18?

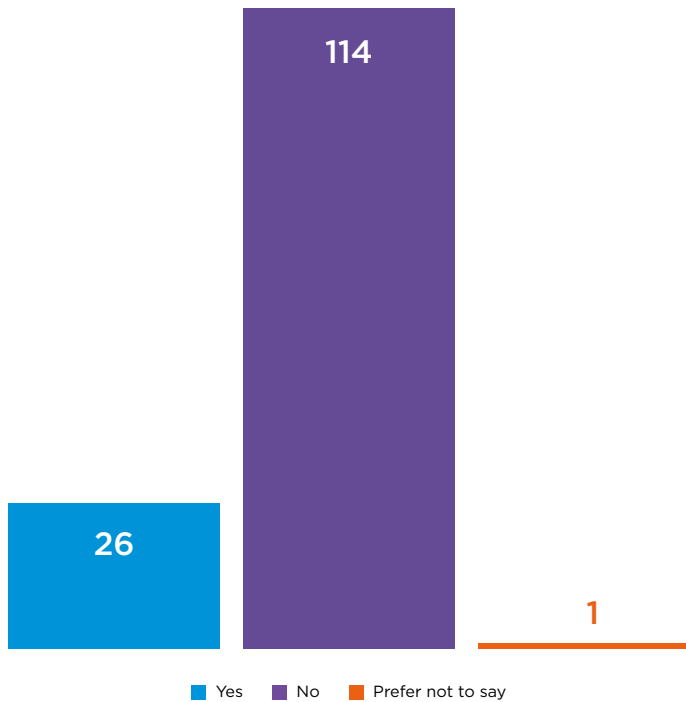


11. Marital status

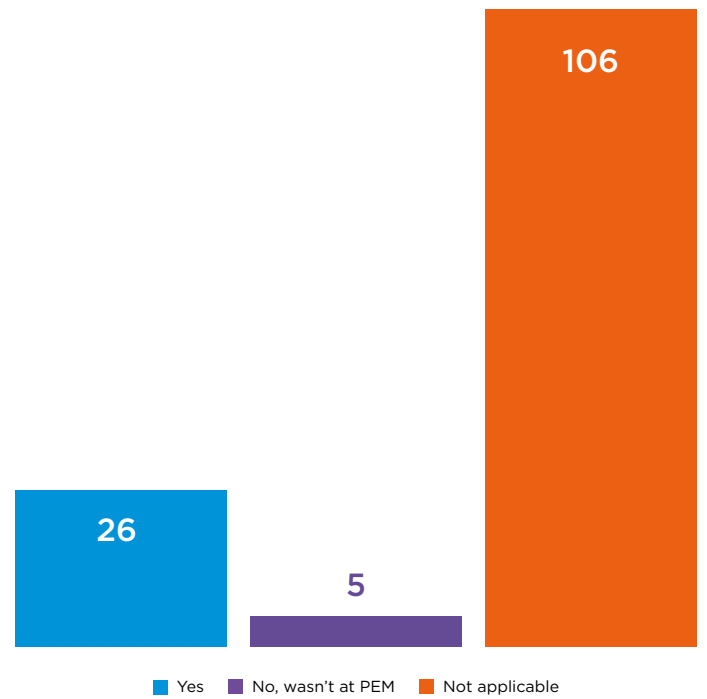


12. Maternity

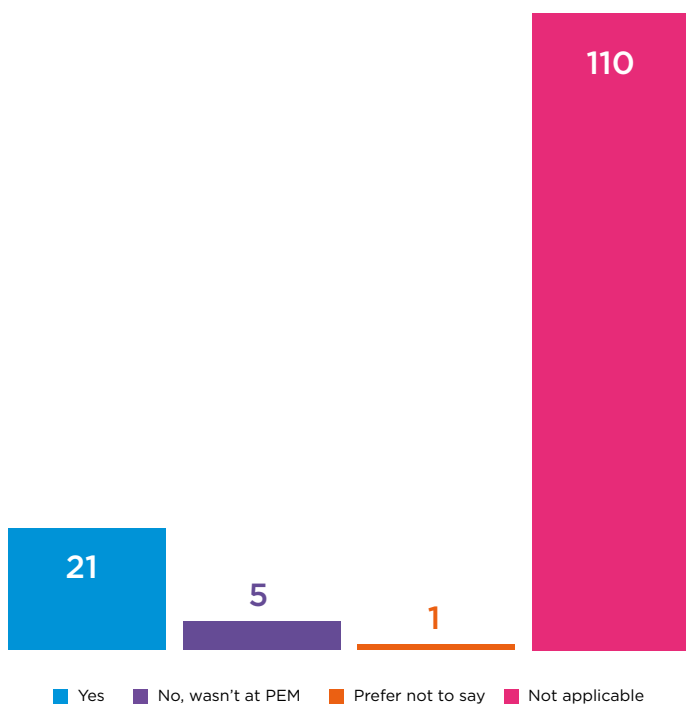
Have you taken maternity or paternity leave in the last 5 years?



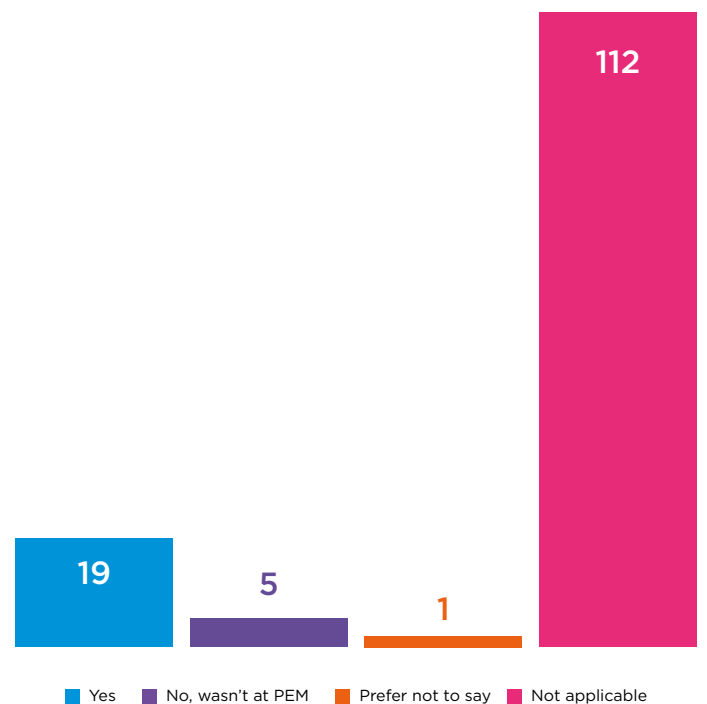
If yes: Did you return to the same employer after the leave?



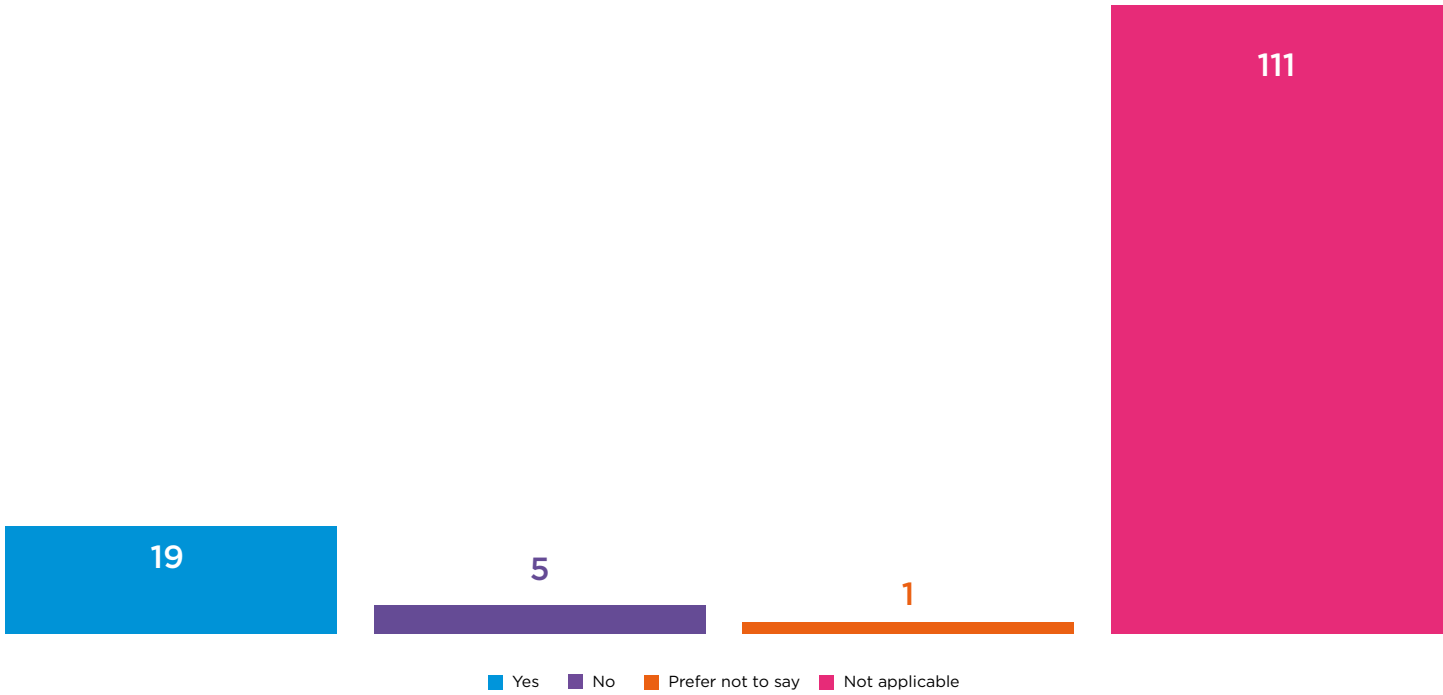
If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?



If yes: Did your employer offer you flexible working arrangements when you returned?

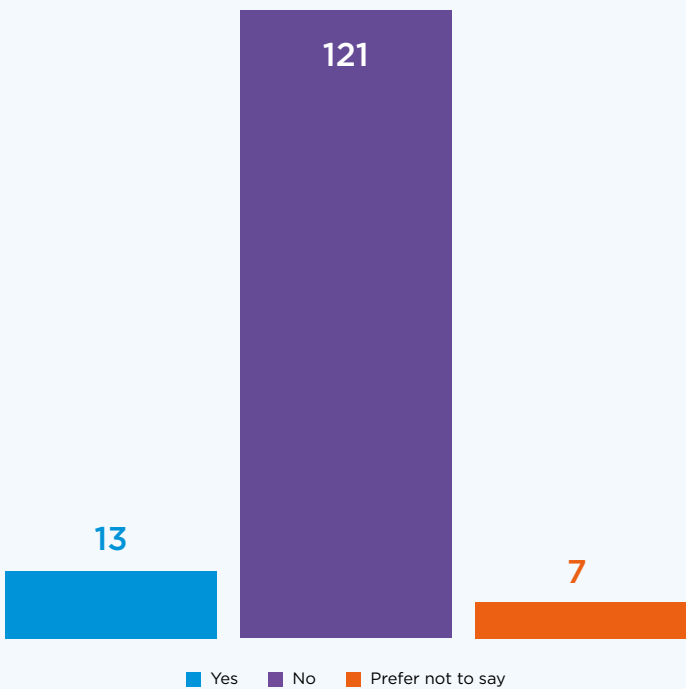


If yes: Has the ability to work from home been an important aid in your return to work?

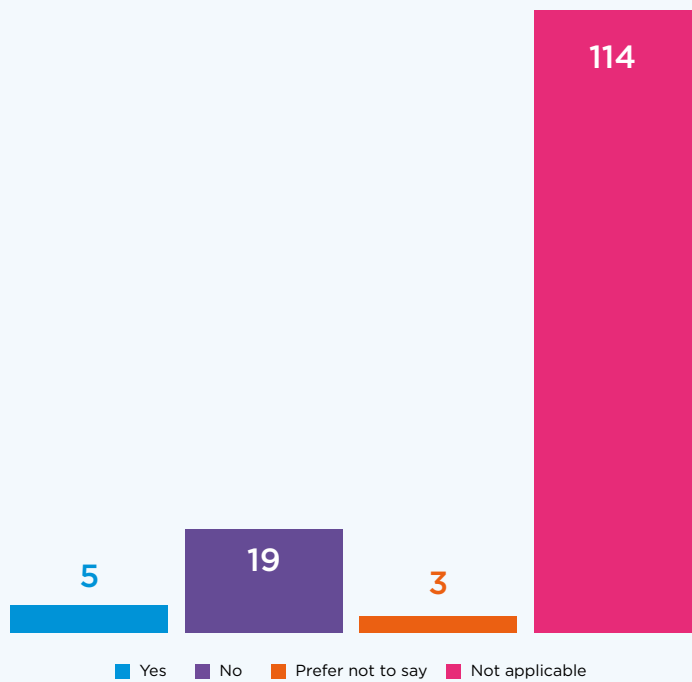


13. Neurodiversity

Do you consider yourself to be neurodivergent?



If yes: Have you shared information about your neurodivergence with your employer?



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