



2023 FTSE 350 Company Diversity Voluntary Census

Introduction

2023 FTSE 350 Companies: Ethnic Diversity Voluntary Census

The Parker Review was set up in 2015 as a business-led and Government backed Review. The Review seeks to ensure that all have an equal opportunity to make the most of their potential and can progress to the highest levels in their business careers.

In 2017, the Review established two voluntary targets as follows:

- Each FTSE 100 Board should have at least one minority ethnic Director in 2021 and subsequent years.
- Each FTSE 250 Board should have at least one minority ethnic Director in 2024 and subsequent years.

In March 2023, the Review introduced some additional targets. These are as follows:

- Each FTSE 100 and 250 Board should set a target for 2027 for the percentage of its Senior Management group who identify as minority ethnic.
- Each of the 50 large privately-owned businesses should have at least one minority ethnic director on its main Board (or equivalent) in 2027 and subsequent years.
- These private businesses are also asked to set a target for 2027 for the percentage of its Senior Management group who identify as Minority Ethnic.

The Department for Business and Trade (DBT) is collecting data from all FTSE 100 and 250 companies so that we can assess the ethnic diversity on the boards and senior management of the top UK listed companies. In addition to listed companies, DBT will be collecting data from 50 of the UK's largest private companies; this list of companies is consistent with the list of companies identified in the FTSE Women Leaders Review.

The Review plans to publish the results of this census in March 2024.

The Review defines an ethnic minority individual as one who identifies as Asian, Black, Mixed/multiple or Other minority ethnic group. It uses the Governments ONS classifications as set out below in Table 1. This can also be found in the annex 1 of the privacy notice. You may find it convenient to have this alongside you when you complete the questionnaire.

Table 1: ONS Ethnicity Categories

Asian	<ul style="list-style-type: none"> • Indian • Pakistani • Bangladeshi
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	<ul style="list-style-type: none">• Chinese• any other Asian background
Black	<ul style="list-style-type: none">• African• Caribbean• any other Black / African / Caribbean background
Mixed/multiple ethnic groups	<ul style="list-style-type: none">• White and Black Caribbean• White and Black African• White and Asian• any other mixed / multiple ethnic background
Other minority ethnic group	<ul style="list-style-type: none">• Arab• any other ethnic group
White	<ul style="list-style-type: none">• English / Welsh / Scottish / Northern Irish / British• Irish• Gypsy or Irish Traveller• any other White background

[PLEASE READ BEFORE YOU PROCEED]

Deadline

To collect the required data, we would ask you to collect information of your directors and senior managers who you expect to be in place as at 31 December 2023 and **complete this census by 21 December 2023**.

Definitions

When providing data on 'directors' you should consider all non-executive and executive directors appointed to the board, as well as the Chair of the board.

When providing data on members in the 'Senior Management' team, you should consider members of the Executive Committee (or equivalent) and those senior managers who report directly to them. We refer to these groups as 'ExCo' and 'ExCo minus one.' *This definition aligns with that of the FTSE Women Leaders Review.* However, if this definition does not suit the characteristics of your Company, it is permissible to use your own definition. Please see the guidance from the Parker Review issued in a letter to FTSE 350 companies sent 31 July 2023.

Information requested



For only those board directors identifying as minority ethnic, please collect the following additional information:

- Full name
- Function/Role on board
- Gender
- Ethnicity
- Nationality
- Names of any other FTSE 350 companies on whose boards they sit

For those individuals in the Senior Management team, we will not be asking you the name of any individual person. Rather, we will be asking you to provide the following information (in aggregate):

- **Total number of individuals**
- **Total number of individuals identifying as Asian, Black, Mixed/Multiple ethnic groups, Other ethnic group (i.e., minority ethnic)**
- **Of those who identifying as a minority ethnic, the Gender and Nationality breakdown**

Analysis

We will be using a high level of aggregation when reporting the data for the purposes of the Parker Review and its recommendations, and the data will be processed in accordance with GDPR requirements. Further detail as to how your data will be used can be found in the [privacy notice](#) which accompanied the email requesting your participation in this census. If you would



like to provide any further detail or have any questions, please email the team [here](#).

The questionnaire can be completed in multiple sittings e.g., you can come back to where you have left off by just clicking the same link again, using the same device.

Q1. Consent **Having read the information above, are you happy to proceed?**

- Yes
- No
-

Board of Directors Questions

Consent

*Completion of this census **requires consent from the directors** you will provide personal information on. This relates only to directors who identify as being from a minority ethnic background. If you only have partial consent (i.e., consent from some of the directors and not others), please **only** provide information for those directors you have consent from and select “prefer not to say” for those directors that you do not have consent from.*

You will not be asked to complete personal information for individuals who are part of the 'Senior Management' team on a person-by-person basis. Rather, this information will be expressed in aggregate.

Q2. Can you confirm that you will only provide information on those directors who have



given consent for their personal information to be processed in line with the accompanying [Privacy Notice](#)?

Yes

No

Q.3 Please select the name of your company from the list below. (Drop down menu to select from)

- a) FTSE 100 / FTSE 250
- b) Choose Company Name

Q 4. You selected:
FTSE 100 /FTSE 250, and [Company Name]

Please note that when you click the arrow to go to the next page, you will not be able to edit this page.

Q5. How many directors do you expect to be on your Company's board as at 31st December 2023?

Please include all executive and non-executive directors, as well as the Chair of the board of directors.

Q6. Of the [X number] directors on your board, how many identify as:

Minority ethnic - (i.e., Asian, Black, Mixed/multiple, Other minority ethnic) _____

White _____

Prefer not to say _____

Please note that when you click the arrow to go to the next page, you will not be able to edit this page.



Q7. Please provide the ethnic breakdown of the [x number] minority ethnic director/s on your board.

- Asian: _____
 - Black: _____
 - Mixed: _____
 - Other minority ethnic: _____
 - Total: _____
-

Q8. Please provide the following additional information for each director identifying as a "minority ethnic director" [This question is repeated for each minority ethnic director on your board]

Please provide the directors "full name"

If the director has not provided consent for their personal information to be shared, please input prefer not to say in the boxes below.

- First Name** _____
 - Middle Name** _____
 - Last Name** _____
-

Q9. Please provide [X directors name] 's "gender" [This question is repeated for each minority ethnic director on your board]

- Male
 - Female
 - Other (please state below)
 - Prefer not to say
-



Q10. Please provide [X directors name] 's "ethnicity" [This question is repeated for each minority ethnic director on your board]

- Asian
 - Black
 - Mixed/multiple ethnic
 - Other minority ethnic
 - Prefer not to say
-

Q11. Please provide [X directors name] 's "role on the board" [This question is repeated for each minority ethnic director on your board]

- Chair
 - CEO
 - CFO
 - COO
 - Other ED role
 - NED
 - Prefer not to say
-

Q 12. Please provide [X directors name] 's "nationality" [This question is repeated for each minority ethnic director on your board]

If [X directors name] has dual nationality, please select their other nationality from the list below by holding down the Shift or Ctrl key whilst making a selection.

[Select Country from dropdown list]



Q 13. Please provide the names of any additional FTSE 350 boards, if any, that [X directors name] also sits on. If the director sits on more than one additional board, please select these by holding down the Shift or Ctrl key whilst making a selection. Please do not select the name of the company you are responding to this survey on behalf of. *If the director does not sit on any other FTSE 350 boards, please select 'none.'* **[This question is repeated for each minority ethnic director on your board]**

[Select company from dropdown list, includes "Does not sit on additional boards"]

Senior Management Section

We will now move on to asking you questions about your Senior Management Team. This is normally defined as:

"Members of your Executive Committee (or equivalent) and of the senior managers who report directly to the members of your Executive Committee."

However, if this does not suit the characteristics of your Company, it is permissible to use your own definition.

Q 14. Please indicate whether your Company is following the definition above.

- Yes
 - No
 - Don't know
-

Q 15. We would now like to know whether your company has set an ethnic minority percentage target for the Senior Management team to be achieved by 2027.



Please select from the options below:

- Yes my company has set a target
 - No my company has not set a target
 - N/A – *(this is probably only relevant for an investment trust company with non-executive board and outsourced management)* [If this option is selected you will be taken to the end of the survey]
-

[If you selected "Yes my company has set a target" you will be directed to this question]

Q 16. You've indicated that your company has set an ethnic minority percentage target for the senior management team to be achieved by 2027.

Please indicate this percentage target in the box below.

Q.17 Are you aware of the total number of individuals on the Senior Management Team?

- Yes
 - No
-

Q 18. Please provide the total number of individuals you expect to be in your Senior Management team as at 31 December 2023.

For our information, it would be very helpful to have additional data on the ethnic minority individuals in your Senior Management group if it is available. This would tell us which ethnicity they are, what gender they are, and what nationality they are. We do not wish to know the name or details of any individual. The data should be provided on an aggregate basis as can be seen in the questions below.



Q 19. Of the [X number] individuals you expect to be in your Senior Management team as at 31 December 2023, please provide the total number of individuals who identify as:

- Minority ethnic (i.e., Asian, Black, Mixed/multiple, Other minority ethnic): _____
 - White: _____
 - Prefer not to say: _____
 - Total: _____
-

Q 20. Of the [X number] individuals you expect to be in your Senior Management team who identify as minority ethnic, please provide the total number who identify as:

- Asian: _____
 - Black: _____
 - Mixed: _____
 - Other minority ethnic: _____
 - Prefer not to say: _____
 - Total: _____
-

Q 21a. Of the [x number] individuals who identify as minority ethnic, please provide the total number of individuals who are:

- Male: _____
- Female: _____
- Other (please state): _____
- Prefer not to say: _____
- Total: _____

Q 21b. Of the [x number] individuals who identify as minority ethnic, please provide the total number of individuals who are:



For those who have dual nationality, if one of their nationalities are British, please count them in the British category.

- British: _____
 - Non-British: _____
 - Total: _____
-

Q 22a. Please provide a name and contact details for the best person to contact should there be any further enquiries on the questionnaire response.

- Name _____
- Role _____
- Telephone Number _____
- Email Address _____

Q 22b. Please provide an alternative contact below if you have one available.

- Name _____
- Role _____
- Telephone Number _____
- Email Address _____

Q 22c. If you have any further comments, please do so in the box below.

End Section

We know that many companies are already fully committed to this agenda, and we applaud you for that. We would be delighted to hear from you of any stories of success and progress which



you have made and which you are happy to share. If you would like to do so, please email the [parker mailbox](#) with these examples. We would like to use some of these as case studies and sources of inspiration to others.

We also welcome feedback on this census. If you would like to provide this, please email the [parker mailbox](#).

Thank you for taking the time to complete this survey. Your responses have been submitted. If you have any questions, please contact parker@businessandtrade.gov.uk.

[Here you will be able to download a PDF copy of your responses to the survey]

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