
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.
- Each of the 50 large privately-owned businesses should also 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.

This year, we are asking companies only to include the UK-located members of their Senior Management Team. This is to ensure that the census questions are in line with our primary aim of encouraging ethnic diversity within a UK context. In addition, companies which employ members of their Senior Management team from outside of

the UK can provide this information on a voluntary basis. Companies who choose to disclose this information should use the UK ONS definitions of ethnic minorities.

The Review plans to publish the results of this census in March 2025.

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 • 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 • Roma • 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 2024 and **complete this census by 20 December 2024.**

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.' However, if this definition does not suit the characteristics of your Company, it is permissible to use your own definition. Please see the guidance available in the 'Frequently Asked Questions' available [here](#) on the Parker Review website.

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

Please note that we will not be asking investment trusts to complete information on their

Senior Management team, unless they employ executives directly.

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.

Please click right through to the end of the survey to ensure your response is submitted. Once you have reached the end, there will be an option to download a copy of your response.

Having read the information on the previous page, are you happy to proceed?

- Yes
- No

[nb: if no is selected, respondents will be routed to the end of the survey]

Questions on the Board of Directors

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 who you do not have consent from. Please select the “unable to disclose” option if you are unable to provide directors' details due to another jurisdiction’s legal restrictions on collecting and/or providing ethnicity information.*

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 should be provided in aggregate.

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

[nb: if no is selected, respondents will be shown the below message, before being routed to the end of the survey]

Please seek consent from the individual directors before completing this questionnaire.

Thank you.

Please select the name of your company from the lists below.

[respondents will select their company name from the list or have the option to select 'my company is not listed'. If company is not listed, they will be asked to provide the name of their company]

Please state the name of your company below.

You selected: *[Name respondent has selected will be populated here]*

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

How many directors do you expect to be on your Company's board as at 31st December 2024?

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

Of the *[number specified above will be populated here]* directors on your board, how many identify as:

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

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

Please provide the ethnic breakdown of the *[number of total EM directors as specified above will be populated here]* minority ethnic director/s on your board.

- Asian: _____
- Black: _____
- Mixed: _____
- Other minority ethnic: _____
- Unable to disclose: _____
- Total: _____

Please provide the following additional information for each director identifying as a "minority ethnic director"

Please provide the director's "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: _____

Please provide [the name the respondent specified above will automatically populate here]'s "gender"

Male

Female

Other (please specify)

Prefer not to say

Please provide [the name the respondent specified above will automatically populate here]'s "ethnicity"

- Asian
- Black
- Mixed/multiple ethnic
- Other minority ethnic *[includes a text box to specify]*
- Prefer not to say
- Unable to disclose

Please provide [the name the respondent specified above will automatically populate here]'s "role on the board"

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

Please provide [the name the respondent specified above will automatically populate here]'s "nationality"

If they have dual nationality, please select their other nationality from the list below by holding down the Ctrl key whilst making a selection.

[List of options not shown for the purposes of the length of this document, but includes a list of all nationalities, including 'prefer not to say' and 'unable to disclose']

Please provide the names of any additional FTSE 350 boards, if any, that [the name the respondent specified above will automatically populate here] also sits on.

If the director sits on more than one additional board, please select these by holding down the 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.'*

[List of FTSE 350 names not shown for the purposes of the length of this document, but includes a list of all FTSE 350 companies, as well as 'prefer not to say', 'the company is not listed' and 'none'. If respondent selects 'the company is not listed', they will be asked to provide the name.]

SECTION ON BOARD OF DIRECTORS REPEATS FOR AS MANY ETHNIC MINORITY DIRECTORS THE COMPANY HAS DECLARED THEY HAVE.

The next part of this questionnaire is on the ethnic diversity of your **UK-based Senior Management Team**. This section does not apply to investment trusts.

Please state below if you are an investment trust which does not itself employ Senior Management:

- Yes, I am such an investment trust.
- No, I am not such an investment trust.

[If respondent selects that they are an investment trust, they will skip the senior management questions]

Questions on Senior Management

The Senior Management Team 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 definition does not suit the characteristics of your Company, it is permissible to use your own definition.

The Parker Review focuses predominantly on those Senior Managers **working in the UK**. In the following questions, please provide:

- the percentage target for 2027 for the share of Senior Management working in the UK who will be from a minority ethnic background; and
- the total numbers of Senior Managers working in the UK in December 2024, together with the numbers of these who are from a minority ethnic background.

Please indicate whether your Company is following the definition above.

- Yes, my company is following the definition above.
- No, my company is using a different definition.

[Question shows if respondent selects no to the above] Please state the definition you are using: _____

We would now like to know whether your company has set an ethnic minority percentage target for the Senior Management team **working in the UK** 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.

[Displayed if yes to the above] You've indicated that your company has set an ethnic minority percentage target for the senior management team working in the UK to be achieved by 2027.

Please indicate this percentage (%) target in the box below.

Please provide the total number of individuals you expect to be in your Senior Management team *working in the UK* as at 31 December 2024.

Please provide the following additional data on the ethnic minority individuals in your Senior Management group working in the UK 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.

Of the *[number they specified will populate here]* individuals working in the UK you expect to be in your Senior Management team as at 31 December 2024, 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: _____

Unable to disclose: _____

Total: _____

Of the [number they specified will populate here] individuals working in the UK of the 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: _____
Unable to disclose : _____
Total : _____

Of the [number they specified will populate here] individuals working in the UK who identify as minority ethnic, please provide the total number of individuals who are:

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

Of the [number they specified will populate here] individuals working in the UK 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: _____

Prefer not to say: _____

Unable to disclose: _____

Total: _____

Companies which employ members of their Senior Management in locations outside the UK **may** wish to provide ethnic minority information to the Parker Review on a **global basis** (or on an international basis excluding some countries). This information is optional.

Would you like to provide the Parker Review with your Senior Management information on a global or international basis?

Yes

No

[If yes is selected, respondents will be shown the below optional questions]

We would now like to know whether your company has set an ethnic minority percentage target for the Senior Management team on a global or international basis 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.

You have indicated that your company has set an ethnic minority percentage target on an international basis for the senior management team to be achieved by 2027.

Please indicate this percentage (%) target in the box below.

Please provide the total number of individuals you expect to be in your Senior Management team on an international basis as at 31 December 2024.

Of the [number they specified will populate here] individuals you expect to be in your Senior Management team as at 31 December 2024, 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: _____

Of the [number they specified will populate here] individuals of the 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: _____

Of the [number they specified will populate here] 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: _____

Of the [number they specified will populate here] 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: _____
Prefer not to say: _____
Total: _____

Please state the countries that are included in this analysis of Senior Management:

- Every member of Senior Management globally.
- All countries we have operations in except (please specify):

The questions on the Board of Directors and Senior Management have now finished.

Please proceed to the next page, where you will be able to provide further comments, as well as contact details for the best person to contact should there be any further enquiries on the questionnaire response.

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 _____
-

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

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

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

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](mailto:parker@businessandtrade.gov.uk) (parker@businessandtrade.gov.uk) 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.

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