

		Benchmark				Staff			Trustee		
		UKCF	UKCF	County	Nationa	April	May	May	April	May	May
		Networ	Networ	(Primary	l	2020	2023	2024	2020	2023	2024
		k Staff	k Board	Benchmark							
				)							
<b>Ethnicity</b>	White	89%	87%	94%	81%	-	100%	100%	-	92%	86%
	Mixed or multiple ethnic groups	2%	2%	2%	3%	-	0%	0%	-	0%	0%
	Asian or Asian British	4%	7%	2%	10%	-	0%	0%	-	8%	7%
	Black, Black British, Caribbean or African	2%	4%	1%	4%	-	0%	0%	-	0%	0%
	Prefer not to say	-	-	-	-	-	0%	0%	-	0%	7%
	Other	3%	1%	1%	2%	-	0%	0%	-	0%	0%
<b>Gender</b>	Woman	79%	43%	51%	51%	100%	100%	93%	31%	33%	29%
	Man	20%	57%	49%	49%	0%	0%	7%	69%	67%	64%
	Non-binary	-	-	-	-	0%	0%	0%	0%	0%	0%
	Prefer not to say	-	-	-	-	0%	0%	0%	0%	0%	7%
	Other	2%	0%	-	-	0%	0%	0%	0%	0%	0%
<b>Age</b>	18-29	11%	2%	16%	19%	0%	8%	14%	0%	0%	0%
	30-44	36%	14%	24%	25%	27%	33%	21%	8%	0%	7%
	45-59	42%	37%	27%	25%	64%	58%	57%	38%	67%	50%
	60+	11%	46%	33%	31%	9%	0%	7%	54%	33%	36%
	Prefer not to say/ did not answer	0%	1%	-	-	0%	0%	0%	0%	0%	7%

		UKCF Network Mixed Staff and Board	County (Primary Benchmark)	National	Staff			Trustee		
					April 2020	May 2023	May 2024	April 2020	May 2023	May 2024
<b>Sexual Orientation</b>	Straight/Heterosexual	81%	91%	89%	-	100%	100%	-	100%	86%
	Gay/Lesbian	6%	1%	2%	-	0%	0%	-	0%	7%
	Bisexual	7%	1%	1%	-	0%	0%	-	0%	0%
	Prefer not to say	3%	7%	8%	-	0%	0%	-	0%	7%
	Other	4%	0%	0%	-	0%	0%	-	0%	0%
<b>Disability</b>	Identifies as disabled	5%	17%	17%	-	8%	0%	-	8%	7%
<b>Belief System</b>	Identifies with a belief system	36%	53%	57%	-	17%	7%	-	67%	64%

		Benchmark			Staff		Trustee	
		UKCF	County (Primary Benchmark)	National	May 2023	May 2024	May 2023	May 2024
<b>Highest Level of Education</b>	No formal education	-	15%	18%	0%	0%	0%	0%
	GCSE	3%	26%	28%	0%	0%	0%	0%
	A Levels/BTEC	13%	18%	13%	25%	29%	33%	14%
	Undergraduate Degree	32%			33%	36%	0%	21%
	Graduate Degree or higher	50%	32%	34%	42%	36%	67%	50%
	Other	2%	3%	3%	0%	0%	0%	0%
	Prefer not to say	-	-	-	0%	0%	0%	7%
<b>Parent(s) or Guardian(s) completed a university degree or equivalent</b>	Yes	35%	-	-	50%	36%	33%	29%
	No	63%	-	-	50%	64%	67%	64%
	Prefer not to say	2%	-	-	0%	0%	0%	7%
<b>Type of school attended between ages 11 and 16</b>	Non-selective state school or state funded school	70%	-	-	83%	71%	42%	36%
	Independent or fee paying school	11%	-	-	8%	7%	42%	36%
	Selective state funded school (grammar, faith etc.)	15%	-	-	8%	14%	17%	21%
	Prefer not to say	3%	-	-	0%	0%	0%	7%
	Other	2%	-	-	0%	7%	0%	0%
<b>Income support received during school years</b>	Yes	20%	-	-	17%	36%	0%	0%
	No	74%	-	-	75%	57%	100%	93%
	N/A	2%	-	-		0%		0%
	Prefer not to say	2%	-	-	8%	7%	0%	7%

<b>Free school meals received during school years</b>	Yes	16%	17%	24%	17%	21%	8%	7%
	No	83%	-	-	83%	71%	92%	86%
	Prefer not to say	2%	-	-	0%	7%	0%	7%

### Breakdown of Line Managers

<b>May-23</b>	<b>May-24</b>		
33%	43%	of all staff	have line management responsibilities
75%	50%	of all line managers	are educated to A Levels/BTEC
25%	50%	of all line managers	are educated to a graduate degree or higher
50%	33%	of all line managers	had parents complete a university degree or equivalent
75%	67%	of all line managers	attended non-selective state schools
25%	17%	of all line managers	attended an independent or fee-paying school
0%	17%	of all line managers	attended an independent non fee paying charitable school