



Diversity of our key boards



Contents

Introduction	3
DEI demographic breakdown of IFoA Council	4
DEI demographic breakdown of IFoA Management Board	7
DEI demographic breakdown of IFoA Regulatory Board	10
DEI demographic breakdown of IFoA Executive Leadership Team	12
Diversity of our key boards – year on year comparison	14
Appendix: DEI Demographics Survey 2024	17

Introduction

In support of the aims of our Diversity, Equity and Inclusion (DEI) Strategy, we have an ongoing commitment to annually collate and publish the aggregate DEI demographic data of our key boards.

Collating DEI demographic data from our key boards at the same time provides a consistent and comprehensive dataset and enables the IFoA to monitor and report progress over time. This is the second year of reporting this set of DEI demographics for our key boards (n.b. A smaller range of DEI demographics were first published in our 2021/22 Annual Report).

We want to sincerely thank all our board members who took part in this exercise. The responses provide valuable detail which will inform our work and progress against the IFoA's DEI strategy. We will continue to repeat this exercise each year and track our ongoing progress.

DEI data survey

The diversity, equity and inclusion (DEI) demographic data survey was issued to members of the IFoA Council, Management Board, Regulatory Board and Executive Leadership Team (ELT) on 16 February 2024 and remained open for nearly 2 weeks, closing on 29 February 2024.

The survey gathered data on the broad range of DEI demographics that were first collated in 2023 and was designed in a way that any board member would only have to fill out the survey once. The survey was voluntary and anonymous, and carried out in line with GDPR requirements. Answers to the survey have been treated in the strictest of confidence and all responses anonymised. All questions were optional to answer and included the choice to respond 'prefer not to say'. Where there were fewer than three responses to answer options, the data is protected and therefore not reported.

Results

There were 36 responses to the survey, an overall response rate of 65% of key board members (response rates varied by individual board, and slightly by question. These are reported in the sections below). The headline analysis of the findings is summarised below. All response rates are rounded to the nearest whole number. A copy of the survey issued can be found in the appendix.

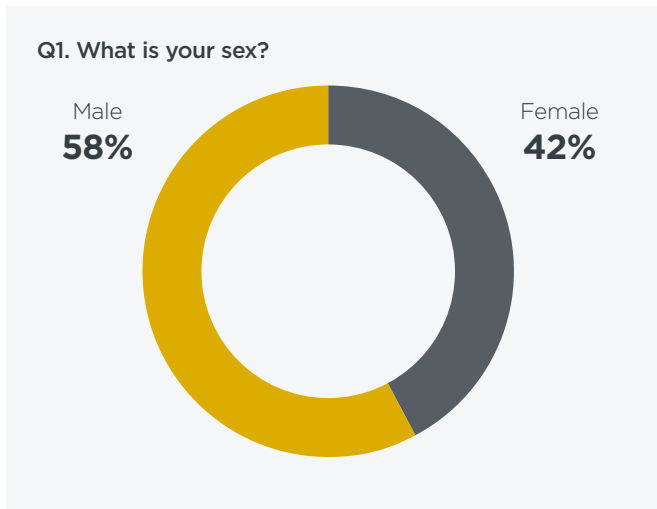
DEI demographic breakdown of IFoA Council

The sections below set out the findings from IFoA Council for each of the questions asked in the IFoA’s 2024 DEI demographics survey.

There were 19 responses to each of the questions (63% of all IFoA Council members surveyed). Where there were fewer than three responses to answer options, the data is protected and not reported.

Sex

Question one asked ‘What is your sex?’ 58% of respondents stated their sex as ‘male’ with 42% stating ‘female’



Gender identity

Question two asked ‘Is the gender you identify with the same as the sex you were registered with at birth?’ 89% of respondents said ‘yes’. Responses for those who indicated ‘no’ or ‘prefer not to answer’ are not reported.

Disability or long-term health condition

Question three asked ‘Do you consider yourself to have a disability or long-term health condition?’ 100% of respondents said ‘no’.

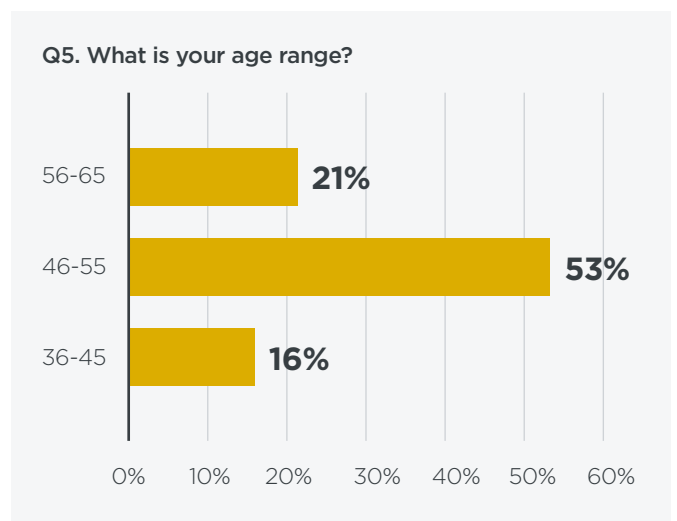
Neurodivergent conditions

Question four asked ‘Do you consider yourself to have a neurodivergent condition, such as Attention Deficit (Hyperactivity) Disorder or AD(H)D, Autism spectrum (including Asperger’s Syndrome), Dyslexia, Dyspraxia (DCD), Dyscalculia, Tourette’s syndrome?’ (Please note this list is not exhaustive).

68% of respondents said ‘no’ they did not have a neurodivergent condition, with 16% of respondents not knowing. Those respondents saying ‘yes’ they had a neurodivergent condition, or preferred not to answer the question, are not reported.

Age range

Question five asked ‘What age are you?’ 16% of respondents were aged 36-45, 53% of respondents were in the 46-55 age range and 21% were aged 56-65. Responses in other age ranges are not reported.



Global region

Question six asked 'Please select the global region you live in from the list below'. 79% of respondents stated the UK as the global region in which they live. All other global regions, and those who responded 'prefer not to answer', are not reported.

Ethnicity

Question seven asked 'Which of the following best describes your ethnicity?' 58% of respondents stated their ethnicity as 'White' (including White: English, Welsh, Scottish, Northern Irish or British, White: Irish, White: Gypsy or Irish Traveller, White: Roma, and White: Other). 16% of respondents stated their ethnicity as 'Black' (including Black British, Black Caribbean, Black African, and any other Black, Black British or Caribbean background). 16% of respondents stated their ethnicity as 'Asian or Asian British' (including Indian, Pakistani, Bangladeshi, Chinese, any other Asian background). Mixed or multiple ethnic groups, other ethnic groups or those who prefer to use another term, and those who responded 'prefer not to answer', are not reported.

Religion or belief

Question eight asked 'Which of the following best describes your religion or belief?' 47% of respondents stated described their religion or belief as 'Christian', with 26% selecting 'no religion or belief'. All other religions or beliefs, and those who responded 'prefer not to answer', are not reported.

Sexual orientation

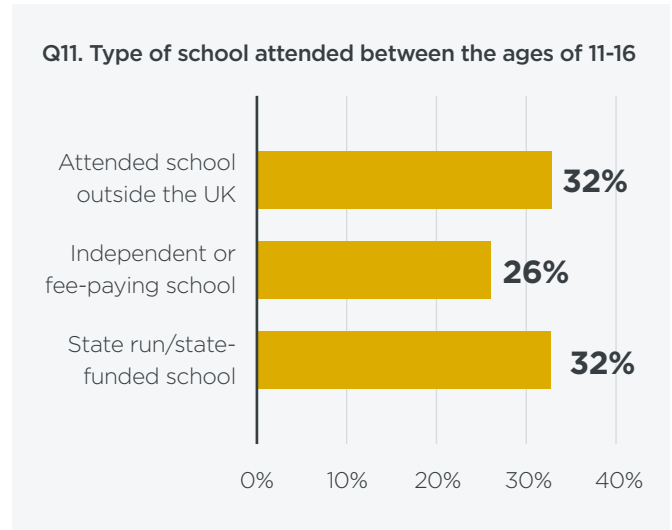
Question nine asked 'Which of these terms best describes your sexual orientation?' 79% of respondents described their sexual orientation as 'heterosexual/straight'. All other definitions of sexual orientation, and those who responded 'prefer not to answer', are not reported.

Occupation of main household earner at the age of 14

Question 10 asked 'What was the occupation of your main household earner when you were about 14?' 42% of respondents were from 'modern professional and traditional professional' backgrounds, and a further 32% from 'senior, middle or junior manager' occupations. All other socio-economic occupation groupings, and those who responded 'prefer not to answer', are not reported.

School attended between the ages of 11 and 16

Question 11 asked 'What type of school did you attend for the most time between the ages of 11 and 16?' 32% of respondents attended a state run/state-funded school, with 26% attending a fee paying or independent school and a further 32% attending school outside of the UK. Responses for 'attended fee paying school with 90% or more bursary', 'I don't know' and 'prefer not to answer' are not reported.



Eligibility for free school meals (UK only) post-1980

Question 12 asked 'If you attended school in the UK and finished school after 1980, were you eligible for free school meals at any point during your school years?' 42% of respondents said 'no, they were not eligible and a further 47% said it was 'not applicable'. Responses for 'yes', 'I don't know' and 'prefer not to answer' are not reported.

Parents attending university and gaining degrees

Question 13 asked 'Did either of your parents attend university and gain a degree by the time you were 18?' 58% of respondents said 'no' and 42% said 'yes'.

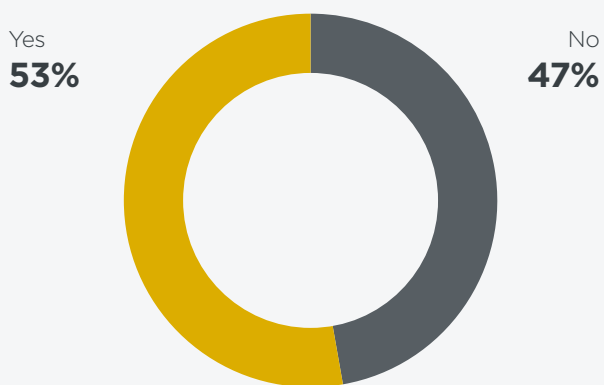
Q13. Did either of your parents attend university and gain a degree by the time you were 18?



Professional qualifications

Question 14 asked 'Are you the first in your family to gain a professional qualification?'. 47% of respondents said 'yes' and 53% said 'no'.

Q14. Are you the first in your family (first generation) to gain a professional qualification?



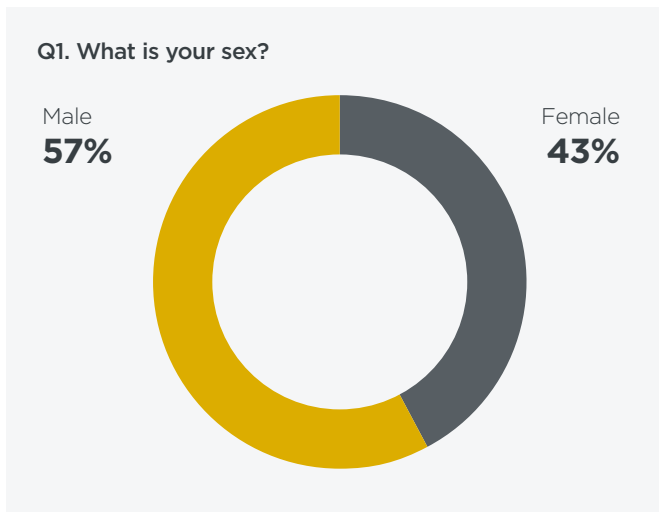
DEI demographic breakdown of IFoA Management Board

Here are the findings from the IFoA’s Management Board for each of the DEI demographic questions asked in the IFoA’s 2024 DEI demographics survey.

There was a total of seven responses to questions (88% of IFoA Management Board members surveyed). Where there were fewer than three responses to answer options, the data is protected and not reported.

Sex

Question one asked ‘What is your sex?’ 57% of respondents stated their sex as ‘male’ and 43% as ‘female’



Gender identity

Question two asked ‘Is the gender you identify with the same as the sex you were registered with at birth?’ 86% of respondents said ‘yes’. Responses for those who indicated ‘no’ or ‘prefer not to answer’ are not reported.

Disability or long-term health condition

Question three asked ‘Do you consider yourself to have a disability or long-term health condition?’ 100% of respondents said ‘no’.

Neurodivergent conditions

Question four asked ‘Do you consider yourself to have a neurodivergent condition, such as Attention Deficit (Hyperactivity) Disorder or AD(H)D, Autism spectrum (including Asperger’s Syndrome), Dyslexia, Dyspraxia (DCD), Dyscalculia, Tourette’s syndrome?’ (Please note this list is not exhaustive).

86% of respondents said they did not have a neurodivergent condition. Those respondents saying ‘yes’, ‘don’t know’ or preferred not to answer the question, are not reported.

Age range

Question five asked ‘What age are you?’ 57% of respondents were in the 46-55 age range. Responses in other age ranges, or ‘prefer not to answer’ are not reported.

Global region

Question six asked ‘Please select the global region you live in from the list below’. 86% of respondents stated the UK. All other global regions, or ‘prefer not to answer’ are not reported.

Ethnicity

Question seven asked ‘Which of the following best describes your ethnicity?’ 43% of respondents described their ethnicity as ‘White’ (including White: English, Welsh, Scottish, Northern Irish or British, White: Irish, White: Gypsy or Irish Traveller, White: Roma, and White: Other). All other ethnicities, and those who responded ‘prefer not to answer’, are not reported.

Religion or belief

Question eight asked ‘Which of the following best describes your religion or belief?’ The breakdown of religion or belief is not reported.

Sexual orientation

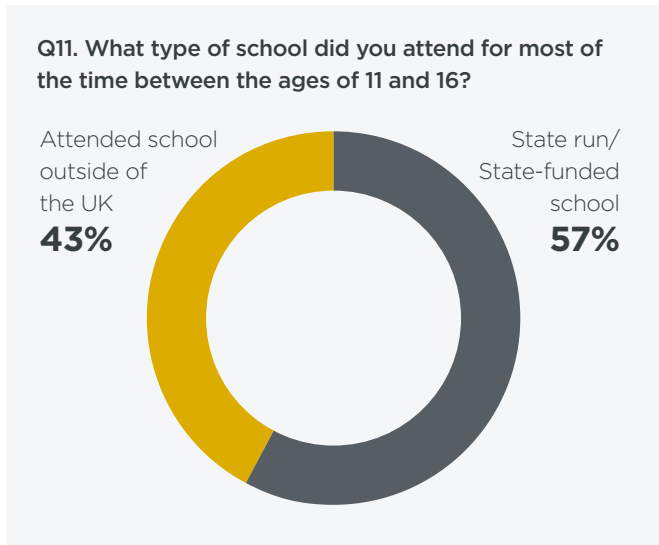
Question nine asked 'Which of these terms best describes your sexual orientation?' 86% of respondents described their sexual orientation as 'heterosexual/straight'. All other definitions of sexual orientation, or 'prefer not to answer' are not reported.

Occupation of main household earner at the age of 14

Question 10 asked 'What was the occupation of your main household earner when you were about 14?' 57% of respondents were from 'modern professional and traditional professional' backgrounds. All other socio-economic occupation groupings, or 'prefer not to answer', are not reported.

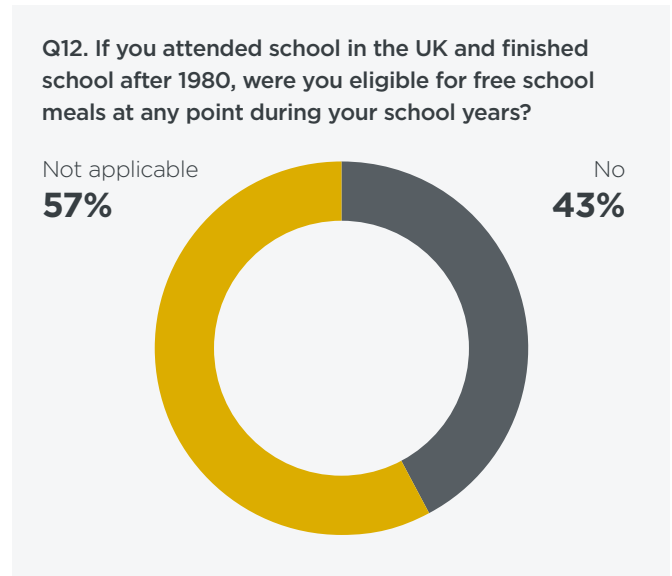
School attended between the ages of 11 and 16

Question 11 asked 'What type of school did you attend for the most time between the ages of 11 and 16?' 57% of respondents attended a state run/state-funded school, with 43% attending school outside of the UK.



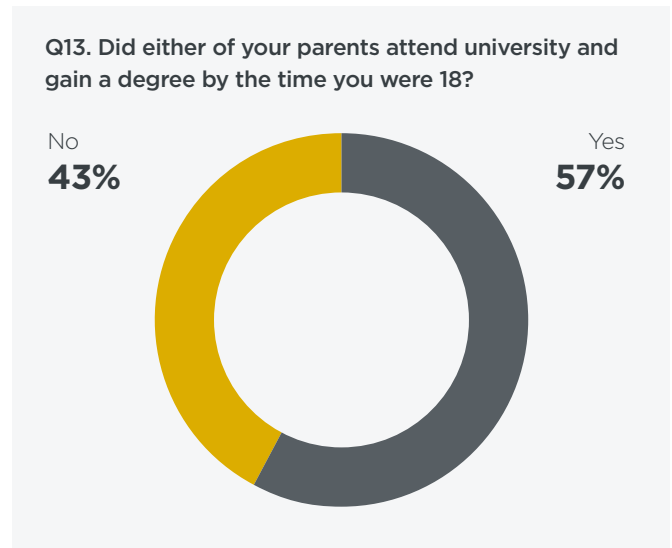
Eligibility for free school meals (UK only) post-1980

Question 12 asked 'If you attended school in the UK and finished school after 1980, were you eligible for free school meals at any point during your school years?' 43% of respondents said 'no, they were not eligible' and the remaining 57% said it was 'not applicable'.



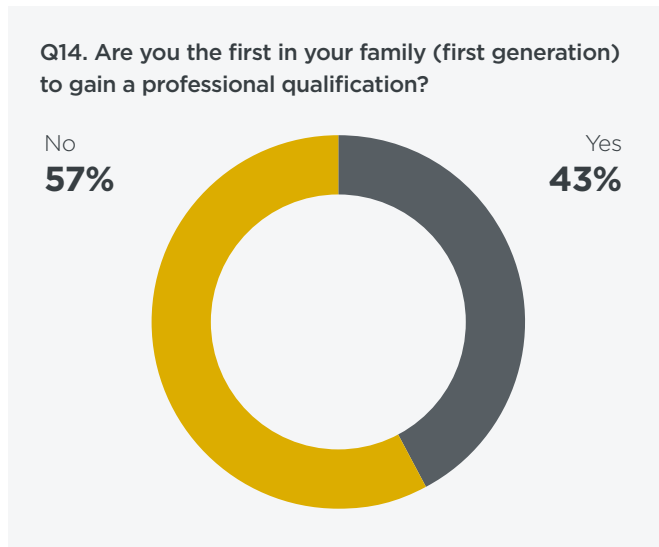
Parents attending university and gaining degrees

Question 13 asked 'Did either of your parents attend university and gain a degree by the time you were 18?' 43% of respondents said 'no' and 57% said 'yes'.



Professional qualifications

Question 14 asked 'Are you the first in your family to gain a professional qualification?' 43% of respondents said 'yes' and 57% said 'no'.



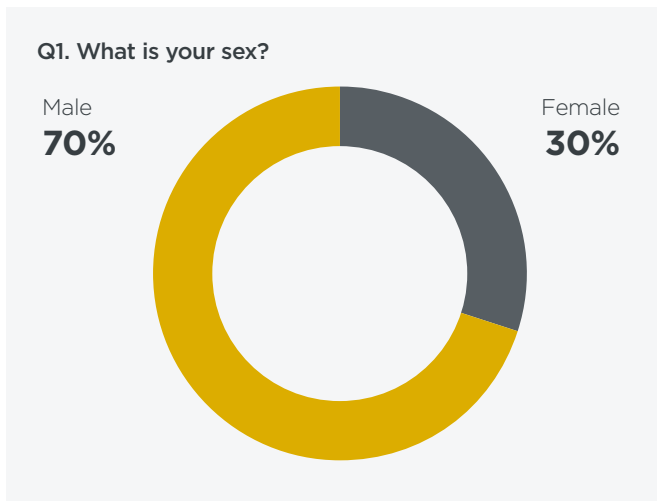
DEI demographic breakdown of IFoA Regulatory Board

Here are the findings from IFoA Regulatory Board for each of the DEI demographic questions asked in the IFoA 2024 DEI demographics survey.

There were 10 responses to each of the questions (91% of all IFoA Regulation Board members surveyed). Where there were fewer than three responses to answer options, the data is protected and not reported.

Sex

Question one asked 'What is your sex?' 70% of respondents stated 'male' with 30% stating 'female'.



Gender identity

Question two asked 'Is the gender you identify with the same as the sex you were registered with at birth?' 100% of respondents said 'yes'.

Disability or long-term health condition

Question three asked 'Do you consider yourself to have a disability or long-term health condition?' 90% of respondents said they did not have a disability or long-term health condition. Those respondents saying 'yes' they had a disability or long-term health condition, or preferred not to answer the question, are not reported.

Neurodivergent conditions

Question four asked 'Do you consider yourself to have a neurodivergent condition, such as Attention Deficit (Hyperactivity) Disorder or AD(H)D, Autism spectrum (including Asperger's Syndrome), Dyslexia, Dyspraxia (DCD), Dyscalculia, Tourette's syndrome?' (Please note this list is not exhaustive).

90% of respondents said they did not have a neurodivergent condition. Those respondents saying 'yes', 'don't know', or 'prefer not to answer', are not reported.

Age range

Question five asked 'What age are you?' 50% of respondents were aged 56-65. Responses in other age ranges, or those who preferred not to answer, are not reported.

Global region

Question six asked 'Please select the global region you live in from the list below' 100% of respondents stated the UK as the global region in which they live.

Ethnicity

Question seven asked 'Which of the following best describes your ethnicity?' 43% of respondents described their ethnicity as 'White' (including White: English, Welsh, Scottish, Northern Irish or British, White: Irish, White: Gypsy or Irish Traveller, White: Roma, and White: Other). All other ethnicities, and those who responded 'prefer not to answer', are not reported.

80% of respondents stated their ethnicity as 'White: English, Welsh, Scottish, Northern Irish or British'. All other ethnicities, and 'prefer not to answer' are not reported.

Religion or belief

Question eight asked 'Which of the following best describes your religion or belief? 50% of respondents stated their religion or belief as 'Christian', with 30% saying they have 'no religion or belief'. All other religions or beliefs, and those who responded 'prefer not to answer' are not reported.

Sexual orientation

Question nine asked 'Which of these terms best describes your sexual orientation?' 90% of respondents described their sexual orientation as 'heterosexual/straight'. All other definitions of sexual orientation, and those who responded 'prefer not to answer' are not reported.

Occupation of main household earner at the age of 14

Question 10 asked 'What was the occupation of your main household earner when you were about 14?' 50% of respondents are from 'modern professional and traditional professional' backgrounds. All other socio-economic occupation groupings, and those who responded 'prefer not to answer' are not reported.

School attended between the ages of 11 and 16.

Question 11 asked 'What type of school did you attend for the most time between the ages of 11 and 16?' 60% of respondents attended a state run/state-funded school and 30% of respondents 'attended school outside of the UK'. Responses for 'Attended a fee paying or independent school', 'Attended fee paying school with 90% or more bursary', 'I don't know' and 'Prefer not to answer' are not reported.

Eligibility for free school meals (UK only) post-1980

Question 12 asked 'If you attended school in the UK and finished school after 1980, were you eligible for free school meals at any point during your school years? 60% of respondents said 'no, they were not eligible' and a further 30% said it was 'not applicable'. Responses for 'yes', 'I don't know' and 'prefer not to answer' are not reported.

Parents attending university and gaining degrees

Question 13 asked 'Did either of your parents attend university and gain a degree by the time you were 18? 40% of respondents said 'no' and 40% said 'yes'. Those who responded 'don't know' or 'prefer not to answer' are not reported.

Professional qualifications

Question 14 asked 'Are you the first in your family to gain a professional qualification?'. 30% of respondents said 'yes' and 50% said 'no'. Those who stated, 'I do not have a professional qualification', 'Don't know' or 'Prefer not to answer' are not reported.

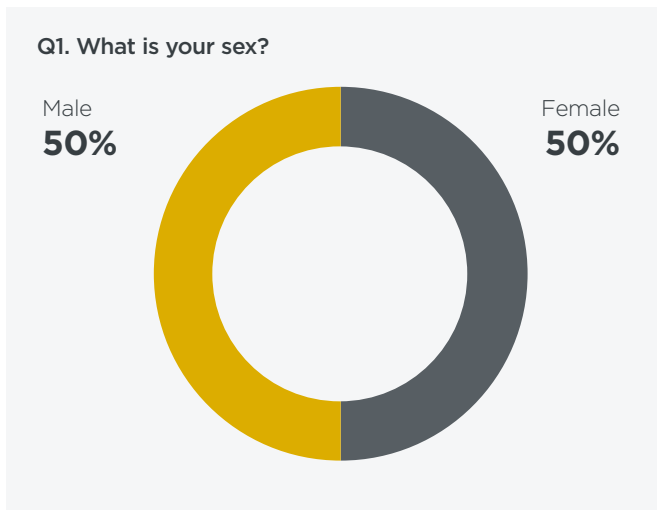
DEI demographic breakdown of IFoA Executive Leadership Team

The sections below set out the findings from IFoA Executive Leadership Team for each of the DEI demographic questions asked in the IFoA 2024 DEI demographics survey.

There were six responses to each of the questions (100% of all IFoA Executive Leadership Team members surveyed) apart from one question where there were five responses – this is highlighted at the relevant question. Where there were fewer than three responses to answer options, the data is protected and not reported.

Sex

Question one asked 'What is your sex?' 50% of respondents stated their sex as 'male' with 50% stating 'female'.



Gender identity

Question two asked 'Is the gender you identify with the same as the sex you were registered with at birth?' 100% of respondents said 'yes'.

Disability or long-term health condition

Question three asked 'Do you consider yourself to have a disability or long-term health condition?' 100% of respondents said they did not have a disability or long-term health condition.

Neurodivergent conditions

Question four asked 'Do you consider yourself to have a neurodivergent condition, such as Attention Deficit (Hyperactivity) Disorder or AD(H)D, Autism spectrum (including Asperger's Syndrome), Dyslexia, Dyspraxia (DCD), Dyscalculia, Tourette's syndrome?' (Please note this list is not exhaustive). 100% of respondents said they did not have a neurodivergent condition.

Age range

Question five asked 'What age are you?' 50% of respondents were aged 36-45. Responses in other age ranges, or those who preferred not to answer, are not reported.

Global region

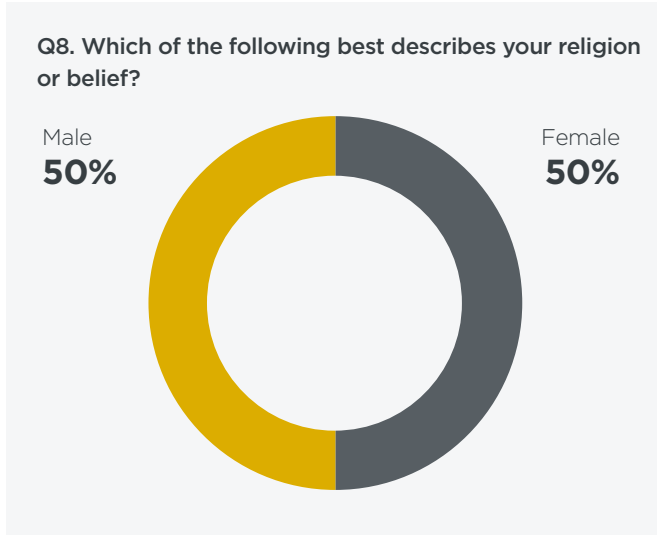
Question six asked 'Please select the global region you live in from the list below' There were five responses to this question (83% of the Executive Leadership Team). 100% of respondents stated the UK as the global region in which they live.

Ethnicity

Question seven asked 'Which of the following best describes your ethnicity?' 100% of respondents described their ethnicity as 'White' (including White: English, Welsh, Scottish, Northern Irish or British, White: Irish, White: Gypsy or Irish Traveller, White: Roma, and White: Other).

Religion or belief

Question eight asked ‘Which of the following best describes your religion or belief? 50% of respondents described their religion or belief as ‘Christian’, with 50% saying they have ‘no religion or belief’.



Sexual orientation

Question nine asked ‘Which of these terms best describes your sexual orientation?’ 100% of respondents described their sexual orientation as ‘heterosexual/straight’.

Occupation of main household earner at the age of 14

Question 10 asked ‘What was the occupation of your main household earner when you were about 14?’ 50% of respondents are from ‘Senior, middle or junior managers or administrators’ backgrounds. All other socio-economic occupation groupings, and those who responded ‘prefer not to answer’ are not reported.

School attended between the ages of 11 and 16

Question 11 asked ‘What type of school did you attend for the most time between the ages of 11 and 16?’ 83% of respondents attended a state run/state-funded school. Responses for ‘Attended a fee paying or independent school’, ‘Attended school outside of the UK’, ‘Attended fee paying school with 90% or more bursary’, ‘I don’t know’ and ‘Prefer not to answer’ are not reported.

Eligibility for free school meals (UK only) post-1980

Question 12 asked ‘If you attended school in the UK and finished school after 1980, were you eligible for free school meals at any point during your school years? 67% of respondents said ‘no, they were not eligible. Responses for ‘yes’, ‘I don’t know’, ‘Not applicable’ and ‘Prefer not to answer’ are not reported.

Parents attending university and gaining degrees

Question 13 asked ‘Did either of your parents attend university and gain a degree by the time you were 18? 50% of respondents said ‘no’ and 50% said ‘yes’.

Professional qualifications

Question 14 asked ‘Are you the first in your family to gain a professional qualification?’. 67% said ‘No’. Those who stated, ‘Yes’, ‘I do not have a professional qualification’, ‘Don’t know’ or ‘Prefer not to answer’ are not reported.

Diversity of our key boards – year on year comparison

Below are summary demographics of the IFoA key boards included in this report, compared to the summary demographics of these boards in the previous year (n.b. a smaller group of DEI demographics were first reported for the IFoA's key boards in 21/22 Annual Report).

Percentages are rounded to the nearest whole number. Responses from fewer than three individuals are not reported and are marked as N/R. Please note that there may be individuals who sit on more than one of the key boards, so their responses will be counted more than once within these summary results.

DEI demographic	IFoA Key Boards 22-23 (38 Responses)	IFoA Key Boards 23-24 (36 responses)
Sex	<ul style="list-style-type: none"> • 54% Male • 46% Female 	<ul style="list-style-type: none"> • 61% Male • 39% Female
Gender Identity the same as sex registered at birth?	<ul style="list-style-type: none"> • 'Yes' 100% 	<ul style="list-style-type: none"> • 'Yes' 94% • 'No' N/R • 'Prefer not to say' N/R
Disability or long-term health condition expected to last 12 months or more?	<ul style="list-style-type: none"> • 'No' 95% • 'Yes' N/R • 'Prefer not to say' N/R 	<ul style="list-style-type: none"> • 'No' 97% • 'Yes' N/R • 'Prefer not to say' N/R
Neurodivergent condition?	<ul style="list-style-type: none"> • 'No' 92% • 'Yes' N/R • 'Don't know' N/R • Prefer not to say' N/R 	<ul style="list-style-type: none"> • 'No' 81% • 'Yes' N/R • 'Don't know' 11% • Prefer not to say' N/R
Age	<ul style="list-style-type: none"> • '<25' yrs N/R • '26-35' yrs N/R • '36-45' yrs 13% • '46-55' yrs 39% • '56-65' yrs 37% • '66-75' yrs N/R • 'Prefer not to say' N/R 	<ul style="list-style-type: none"> • '<25' yrs N/R • '26-35' yrs N/R • '36-45' yrs 19% • '46-55' yrs 36% • '56-65' yrs 31% • '66-75' yrs 11% • 'Prefer not to say' N/R

DEI demographic	IFoA Key Boards 22-23 (38 Responses)	IFoA Key Boards 23-24 (36 responses)
Ethnicity	<ul style="list-style-type: none"> • 'Asian, Asian British' 13% • 'Black, Black British, Caribbean or African' 8% • 'Other ethnic group/I use another term' 13% • 'White' 63% • 'Mixed/multiple ethnic groups' N/R • 'Prefer not to say' N/R 	<ul style="list-style-type: none"> • 'Asian or Asian British' (including Indian; Pakistani; Bangladeshi; Chinese; any other Asian background): 11% • 'Black, Black British, Caribbean, African, Any other black or black British or Caribbean background': 11% • 'White (including English, Welsh, Scottish, Northern Irish or British; Irish; Gypsy or Irish Traveller; Roma; Other): 72% • 'Mixed/multiple ethnic groups' N/R • 'Other ethnic group/I use another term' N/R • 'Prefer not to say' N/R
Religion or belief	<ul style="list-style-type: none"> • 'Christian' 42% • 'Jainism' 8% • 'No religion or belief' 39% • All other religion or belief options N/R • 'Prefer not to say' N/R 	<ul style="list-style-type: none"> • 'Christian' 47% • 'No religion or belief' 33% • All other religion or belief options N/R • 'Prefer not to say' N/R
Sexual orientation	<ul style="list-style-type: none"> • 'Heterosexual/Straight' 92% • All other sexual orientation options N/R • 'Prefer not to say' N/R 	<ul style="list-style-type: none"> • 'Heterosexual/Straight' 86% • All other sexual orientation options N/R • 'Prefer not to say' N/R
Main household earner's occupation at age of 14	<ul style="list-style-type: none"> • 'Modern professional and traditional professional' 50% • 'Senior, middle or junior managers' 18% • 'Clerical and intermediate' N/R • 'Technical and craft' 11% • 'Routine/semi-routine manual and service' N/R • 'Small Business owners' 11% • 'Long term unemployed' N/R • 'Other' N/R • 'Prefer not to say' N/R 	<ul style="list-style-type: none"> • 'Modern professional and traditional professional' 42% • 'Senior, middle or junior managers' 31% • 'Clerical and intermediate' N/R • 'Technical and craft' 8% • 'Routine/semi-routine manual and service' 8% • 'Small Business owners' 8% • 'Long term unemployed' N/R • 'Other' N/R • 'Prefer not to say' N/R

DEI demographic	IFoA Key Boards 22-23 (38 Responses)	IFoA Key Boards 23-24 (36 responses)
Type of school attended	<ul style="list-style-type: none"> • 'State run' 41% • 'Independent/fee paying' 24% • 'Attended School outside of UK' 30% • 'Independent/fee paying with 90% bursary' N/R • 'I don't know' N/R • 'Prefer not to say' N/R • (N.B. 37 responses to question) 	<ul style="list-style-type: none"> • 'State run' 50% • 'Independent/fee paying' 17% • 'Attended School outside of UK' 25% • 'Independent/fee paying with 90% bursary' N/R • 'I don't know' N/R • 'Prefer not to say' N/R
Eligible for free school meals? (UK respondents only)	<ul style="list-style-type: none"> • 'No' 83% • 'Yes' N/R • 'Don't know' N/R • 'Prefer not to say' N/R • (N.B. 23 responses to question) 	<ul style="list-style-type: none"> • 'No' 50% • 'Not applicable' 39% • 'Yes' N/R • 'Don't know' N/R • 'Prefer not to say' N/R
One or both parents attended university by age of 18?	<ul style="list-style-type: none"> • 'Yes' 47% • 'No' 47% • 'Don't know' N/R • 'Prefer not to say' N/R 	<ul style="list-style-type: none"> • 'Yes' 42% • 'No' 53% • 'Don't know' N/R • 'Prefer not to say' N/R
First in family (generation) to gain a professional qualification	<ul style="list-style-type: none"> • 'Yes' 34% • 'No' 61% • 'Don't know' N/R • 'Prefer not to say' N/R 	<ul style="list-style-type: none"> • 'Yes' 42% • 'No' 53% • 'Don't have one' N/R • 'Don't know' N/R • 'Prefer not to say' N/R
Global region	<ul style="list-style-type: none"> • 'UK' 87% • 'Asia' 8% • All other global regions N/R • 'Prefer not to say' N/R 	<ul style="list-style-type: none"> • 'UK' 89% • All other global regions N/R • 'Prefer not to say' N/R

Appendix: DEI Demographics Survey 2024

The following is the text of 2024 IFoA DEI Demographics Survey:

IFoA Diversity, Equity and Inclusion (DEI) Demographics Survey

Our **DEI Strategy** commits us to publishing the demographic mix of Council, Management Board, Regulation Board and the Executive Leadership Team on an annual basis. More broadly, we are also committed to continuously improving the DEI data we hold as an organisation for all members and employees, in order to strengthen our understanding of the make up of the organisation, wider profession and our progress against the DEI strategy.

This survey is designed to support these aims by building on the data gathered in 2022 and 2023, as well as providing valuable demographic information to support you in considering your activity, as individuals and as boards, within the context of the DEI strategy.

We would like to reassure you this data will be entirely anonymous and providing data is voluntary. Please only complete the fields you're comfortable with. We also offer a 'prefer not to say' answer for all the survey questions.

We will look, as a minimum, to publish the same demographics as we did last year, in a report included in the **Annual report**.

The information you provide will be held securely by the IFoA and processed in line with UK privacy laws. Under these laws the categories of data in this survey constitute a combination of personal data and 'special category' personal data, as such they can only be collected in this context with your consent. If you would like to know more about how the IFoA manages personal data, or your rights where consent has been used as the basis to collect your data, please see the **IFoA Privacy Notice**.

This survey is open for just under two weeks and will close on 29 February 2024. If you have any questions, please contact Fiona Darwin or Chloe Duncan.

Sex and Gender Identity

The design of the following questions is based on the ONS framework and guidance.

You can read more about this at the following links: [ONS question development for sex and gender identity in the 2021 Census](#) and [ONS final guidance for the question 'What is your sex?' in the 2021 Census](#).

These questions are designed to enable all respondents to identify themselves as accurately as they wish to do so. However, we acknowledge that – in the current form – these categorisations do not provide specific representation for intersex individuals. We are committed to evaluating the responses of this survey and exploring potential amendments for future surveys.

Q1. What is your sex?

- Female
- Male
- Prefer not to answer

Q2. Is the gender you identify with the same as your sex registered at birth?

- Yes
- No
- Prefer not to answer

If you answered 'no' above, and wish to share further detail, please use the box below to do so:

Disability

A disability means a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities. (This includes non-visible disabilities, such as mental health conditions, epilepsy, Crohn’s disease, etc). Long-term means that it has lasted or is likely to last for a year or longer or is likely to recur.

Q3. Do you consider yourself to have a disability or long term health condition?

- Yes
- No
- Prefer not to answer

If you answered ‘yes’ and wish to share, please use the box below to tell us what kind of disability/disabilities and/or long term health condition(s) you have:

Neurodiversity

Q4. Do you consider yourself to have a neurodivergent condition, such as Attention Deficit (Hyperactivity) Disorder or AD(H)D, autism spectrum (including Asperger’s syndrome), Dyslexia, dyspraxia (DCD), dyscalculia, Tourette’s syndrome? (please note this list is not exhaustive)

- Yes
- No
- Dont know
- Prefer not to answer

If you answered ‘yes’ and wish to share, please use the box below to tell us what kind of neurodivergent condition you have:

Age

Q5. What age are you?

- Up to 25
- 26-35
- 36-45
- 46-55
- 56-65
- 66-75
- 76 or over
- Prefer not to answer

Global region

Q6. Please select the global region you live in from the list below:

- Africa
- Asia
- Europe (outside of UK)
- Northern America
- Latin America and the Caribbean
- Oceania
- UK
- Prefer not to answer

Ethnicity

The design of the following questions is based on the headline categories used by the ONS census. You can read more about this on the [Gov.uk website](#). We acknowledge that individuals may not feel represented by the broad categorisations below and/or may wish to define their ethnicity with alternative terms and have therefore provided a further response option 'I use another term'.

Q7. Which of the following best describes your ethnic group?

- Asian or Asian British: Indian
- Asian or Asian British: Pakistani
- Asian or Asian British: Bangladeshi
- Asian or Asian British: Chinese
- Asian or Asian British: Any other Asian background
- Black, Black British, Caribbean or African: Caribbean
- Black, Black British, Caribbean or African: African
- Black, Black British, Caribbean or African: Any other Black, Black British, or Caribbean background
- Mixed or multiple ethnic groups: White and Black Caribbean
- Mixed or multiple ethnic groups: White and Black African
- Mixed or multiple ethnic groups: White and Asian
- Mixed or multiple ethnic groups: Any other Mixed or multiple ethnic background
- White: English, Welsh, Scottish, Northern Irish or British
- White: Irish
- White: Gypsy or Irish Traveller
- White: Roma
- White: Any other White background
- Other ethnic group/I use another term/Prefer not to answer

If you answered Other ethnic group/I use another term: if you wish to share, please state your ethnic group below:

Religion

The design of the following questions is based on the headline categories used by the ONS census. You can read more about this on the Gov.uk website. We acknowledge that individuals may not feel represented by the broad categorisations below and/or may wish to define their ethnicity with alternative terms and have therefore provided a further response option 'I use another term'.

Q8. Which of the following best describes your religion or belief?

- Bahá'í
- Buddhism
- Christianity
- Hinduism
- Jainism
- Judaism
- Islam
- Sikhism
- No religion or belief
- Prefer not to answer
- Other religion or belief/I use another term

If you answered Other religion or belief/I use another term: if you wish to share, please add your religion or belief in the box below:

Sexual orientation

Q9. Which of these terms best describes your sexual orientation?

- Asexual
- Bi/Bisexual
- Gay/Lesbian
- Heterosexual/Straight
- Prefer not to answer
- I use another term

If you answered I use another term: if you wish to do so, please indicate here:

Socio-economic background

The design of the following questions is based on the **UK Social Mobility Commission's Toolkit** to align with previous data collection. We acknowledge that this is an emerging area of data collection, and have therefore provided an open text box at the end of this section, should you wish to elaborate on your responses.

Q10. What was the occupation of your main household earner when you were about aged 14?

- Modern professional & traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.
- Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.
- Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.
- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.
- Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.
- Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).
- Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.
- Other such as: retired/this question does not apply to me/I don't know
- Prefer not to answer

Q11. Which type of school did you attend for the most time between the ages of 11 and 16?

- A state-run or state-funded school
- Independent or fee-paying school
- Independent or fee-paying school, where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there
- Attended school outside the UK
- I don't know
- Prefer not to answer

Socio-economic background

Q12. If you attended school in the UK and finished school after 1980, were you eligible for

- free school meals at any point during your school years?
- Yes
- No
- I don't know
- Prefer not to answer
- N/A

Q13. Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?

- No, neither of my parents attended university
- Yes, one or both of my parents attended university
- Do not know/not sure
- Prefer not to answer

Q14. Are you the first in your family (first generation) to gain a professional qualification?

- Yes
- No
- I do not have a professional qualification
- I don't know
- Prefer not to answer

Q15. If you wish to do so, please feel free to use the free text box to expand on your answers on socio-economic background:

Q16. Please tick all of the boards/groups that you are a member of:

- Council
- Management Board
- Regulatory Board
- IFoA Executive Leadership Team



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