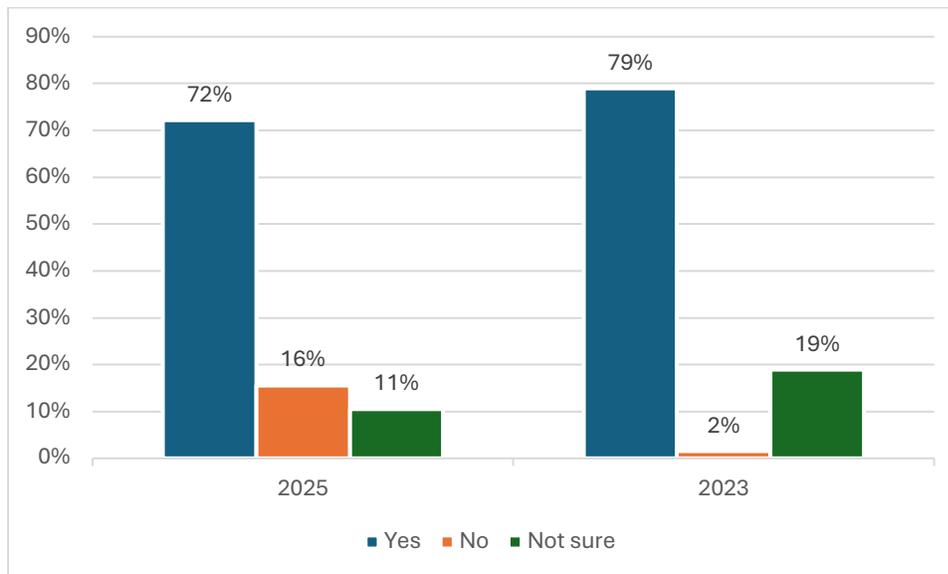


## In the last year, has your work supported or involved people identifying with the Protected Characteristics in any way?



Almost three-quarters of respondents felt their work supported or involved people identifying with the protected characteristics. It's worth noting that 'Yes' responses sometimes include a more generic offer to, for example, "participants from a wide range of backgrounds" or "students ... from a range of backgrounds". But this is less frequently the case than in the 2023 survey.

## Can you tell us more about this? Which of the protected characteristics are particularly relevant to your work?

This is an AI summary of the responses using Microsoft copilot so may not be completely accurate.

- **Most frequently mentioned protected characteristics** include:
  - **Age** (especially older adults and young people)
  - **Disability** (physical, learning, neurodiversity, mental health)
  - **Race / Ethnicity / Global majority**

- **Sexual orientation and LGBTQ+ identities** (including trans and non-binary people)
- **Pregnancy and maternity**
- **Gender reassignment / gender-expansive identities**
- **Religion or belief** (mentioned in cross-border and community contexts)
- Many respondents note working with **multiple intersecting characteristics**, often referencing inclusive practices and mixed-demographic groups.
- A significant portion of work focuses on **older people**, often addressing isolation, dementia care, and wellbeing in residential or community settings.
- Numerous entries describe working with people with **learning disabilities or neurodivergence**, including autism, ADHD, dyslexia, and intellectual disabilities.
- Several respondents run or contribute to **LGBTQ+ inclusive programmes**, Pride-related projects, youth groups, and gender-affirming spaces.
- Many describe supporting **hospital staff networks, NHS equality networks**, or delivering arts and wellbeing programmes in healthcare settings.
- Some mention work with **expectant and new mothers**, including maternity services and baby-loss support groups.
- Several contributions highlight work with **migrants, asylum seekers, and ethnic minority communities**, sometimes through targeted or culturally specific programmes.
- A number of responses emphasize **inclusive, non-biased, and accessible practices**, ensuring that programmes welcome people of all identities.
- Some projects focus specifically on **creative arts, wellbeing, environmental engagement, and community empowerment** for marginalised groups.
- Several entries simply note that **all protected characteristics** are relevant or represented in their work due to universal or public-facing roles.