

EDI data report – 2023 & 2025 State of the Sector surveys

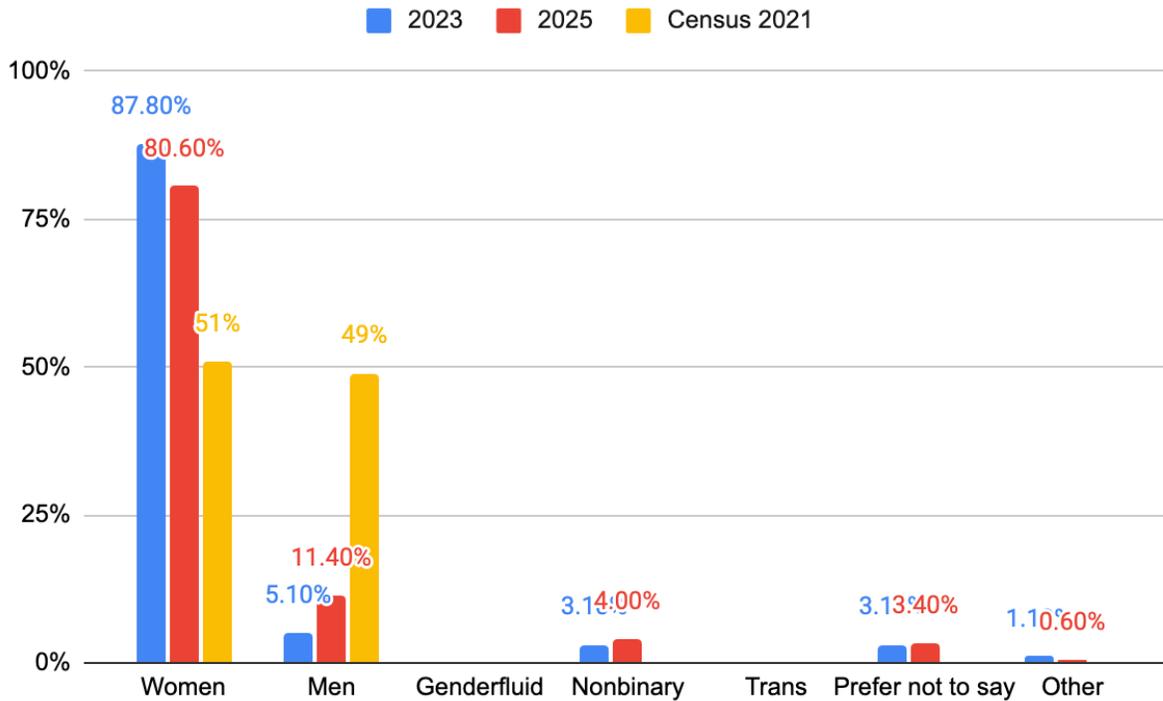
The 2023 survey was conducted across the UK home nations. The 2025 survey expanded to include Ireland. A total of 180 responses in 2025 break down across the nations as follows:

- Online or across Ireland and the UK: 21
- Wales: 14
- Northern Ireland: 25
- Scotland: 28
- Ireland: 29
- England: 90; within that Greater London: 24

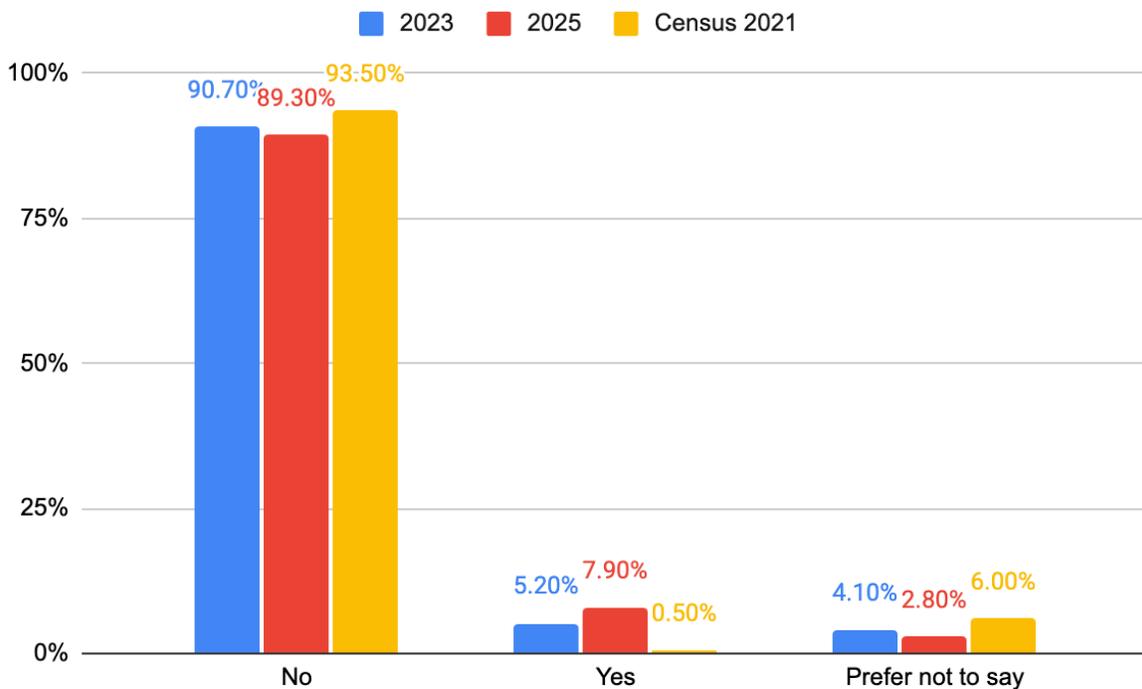
Where relevant the England and Wales census data 2021 has been included for comparison.

Gender

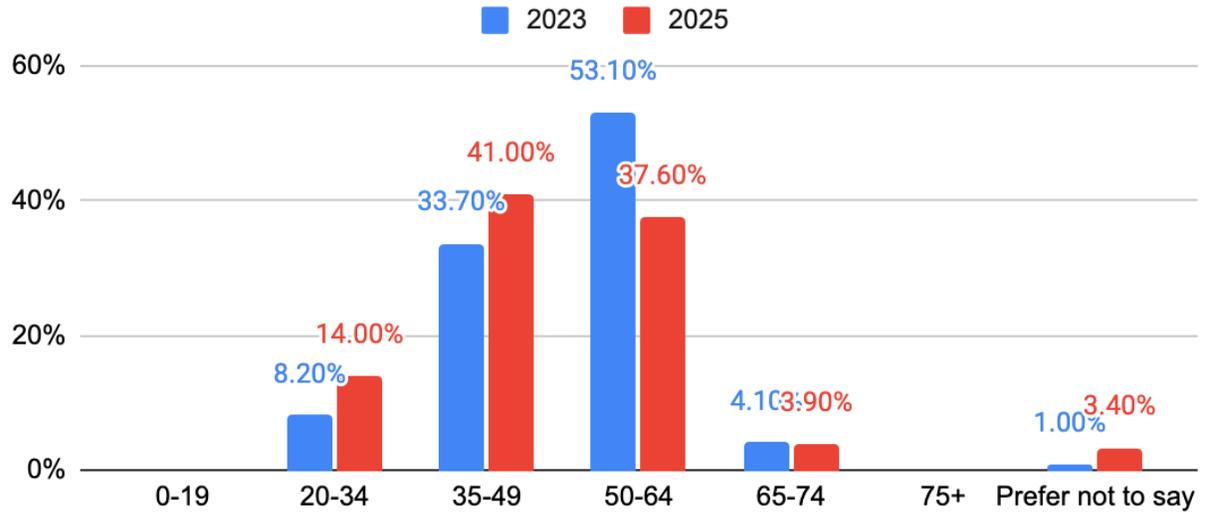
There has been an increase in men responding, from 5 to 11%. This remains the most glaring difference between the sector and the wider population, however.



Gender identity

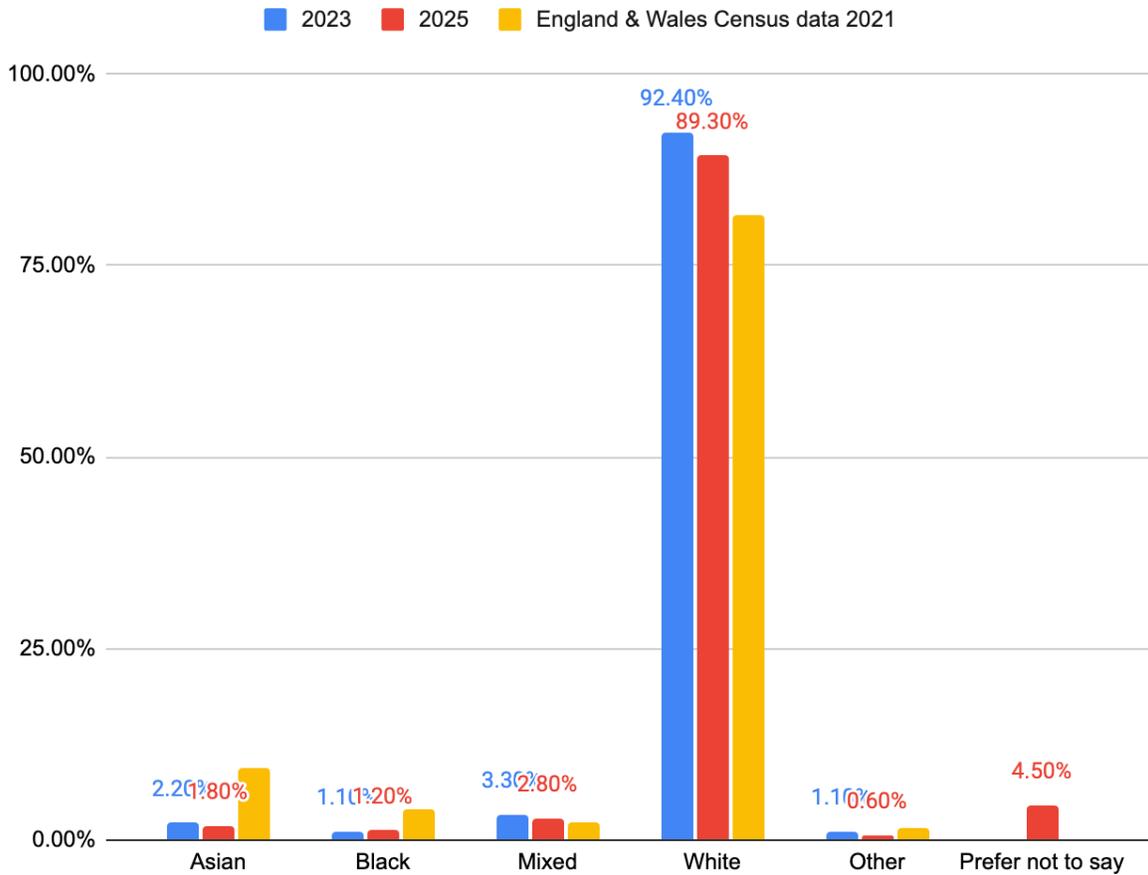


Age



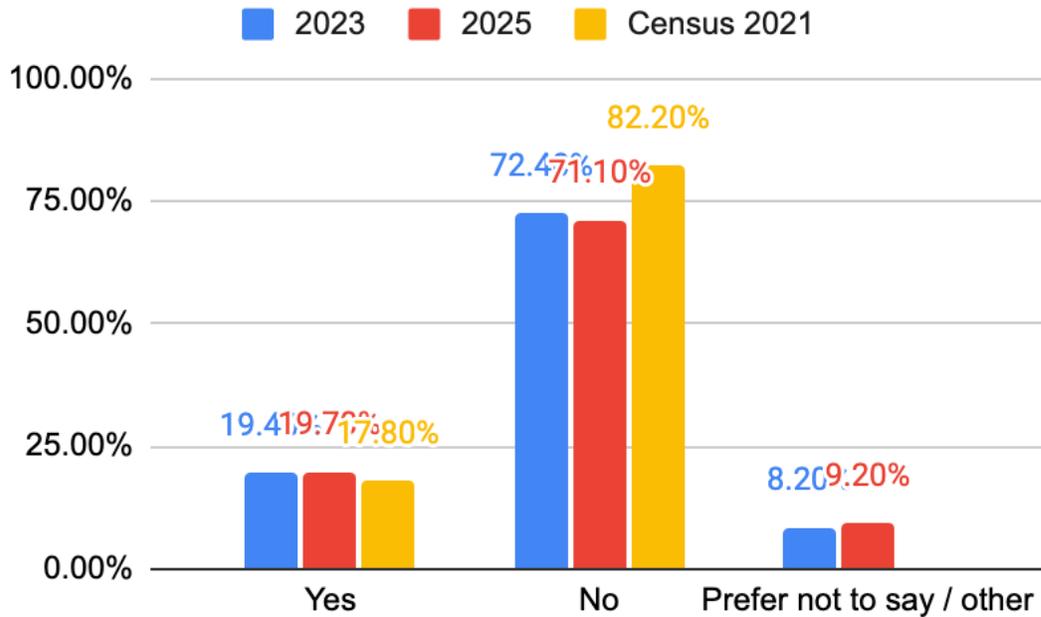
Heritage

Respondents are very slightly over-representative of people identifying as having mixed heritage and slightly under-representative in terms of people of African and Caribbean heritage and 'other' heritages. There is a bigger representation gap relating to people identifying as having Asian heritage (9.3% in the general population vs 1.8% in the survey). There's also a notable rise in people who 'prefer not to say' (0 to 4.5%).

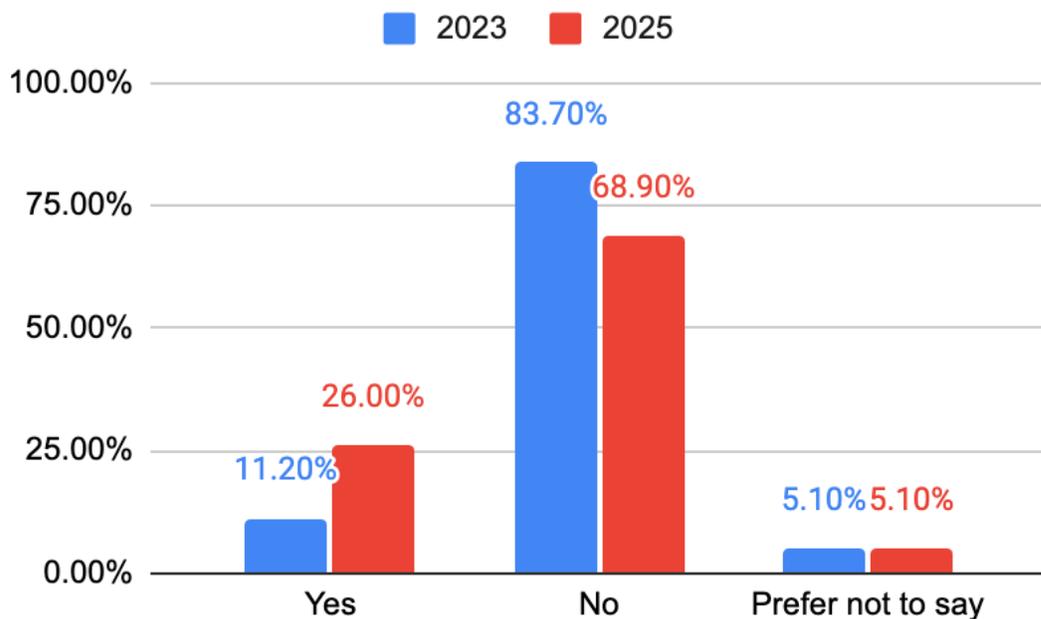


Disability/long-term health condition and neurodiversity

Disability figures remain broadly representative of the general population. There has been a sharp rise in people identifying as neurodiverse, from 11% to 26% (no census data is available on neurodiversity).

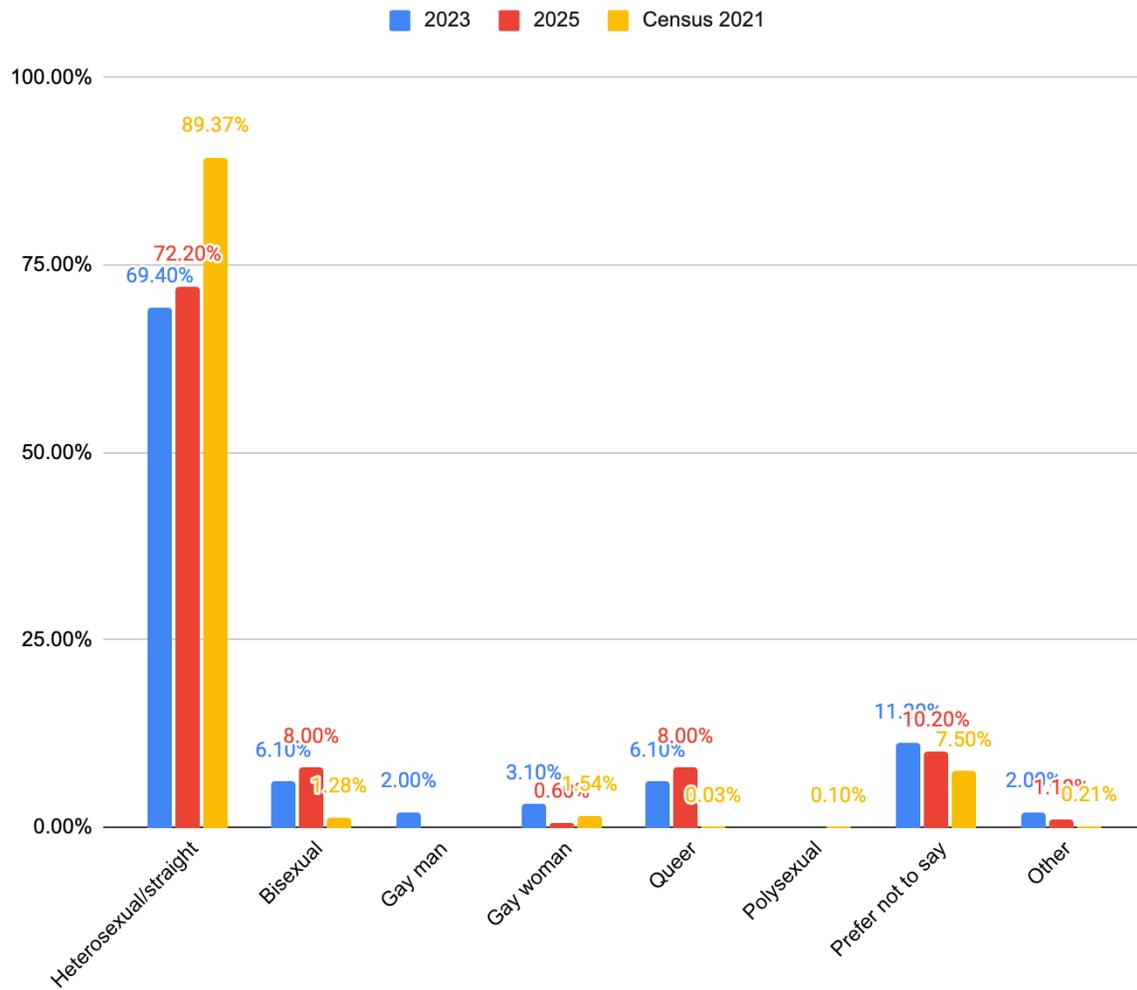


Neurodiversity



Sexuality

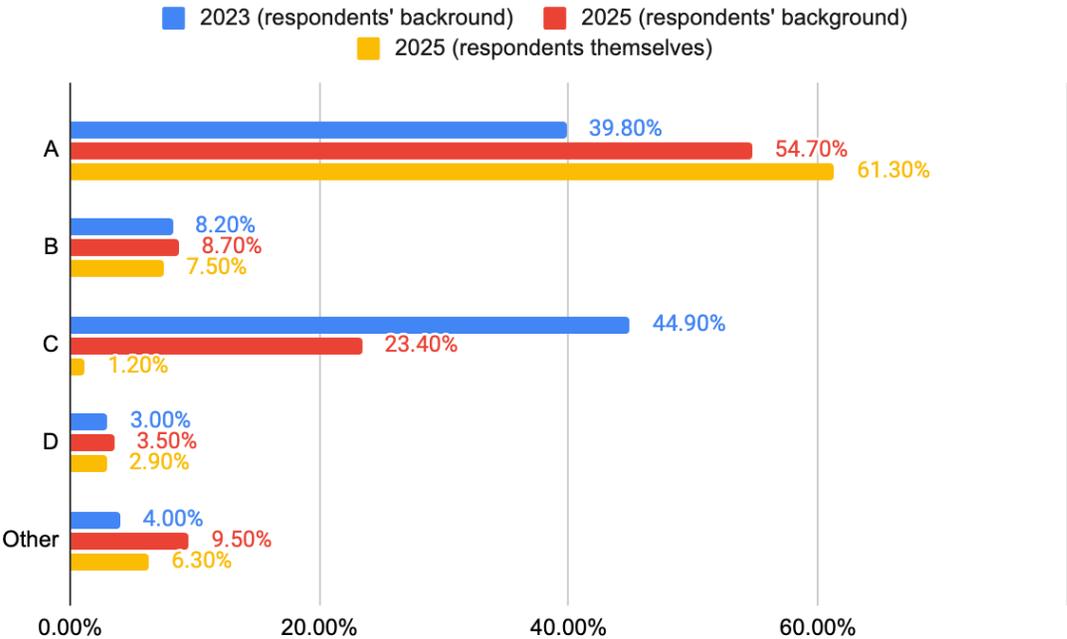
Significantly fewer people identify as straight or heterosexual than in the general population. The bulk of that difference is in people identifying as Queer.



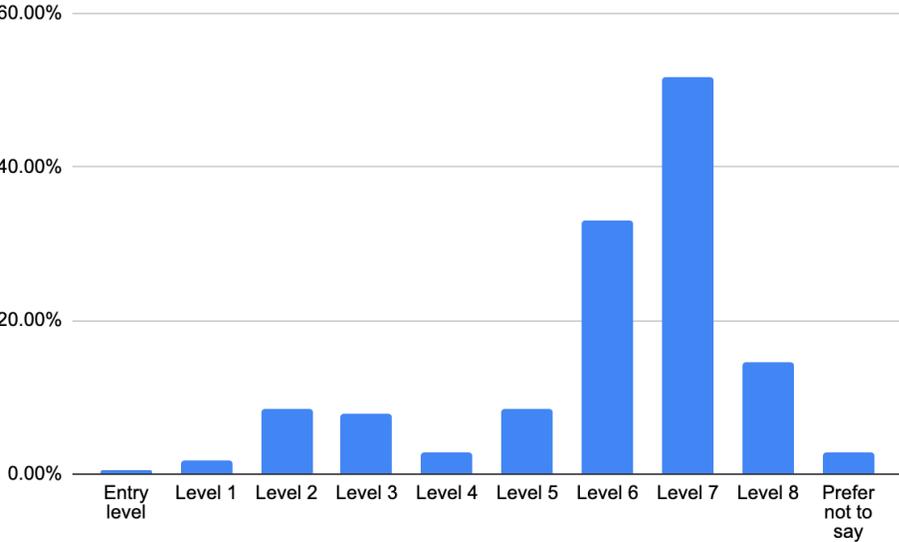
Simplified socioeconomic status

The socioeconomic background of respondents seems to be more affluent than in 2023, with a notable rise in people from category 'A' backgrounds (Modern Professionals, Senior Managers and Administrators, Traditional Professionals) and drop in category 'C' (Technical and Craft Occupations, Semi-Routine Manual and Service Occupations, Routine Manual and Service Occupations, Self-employed, Short Term Unemployed).

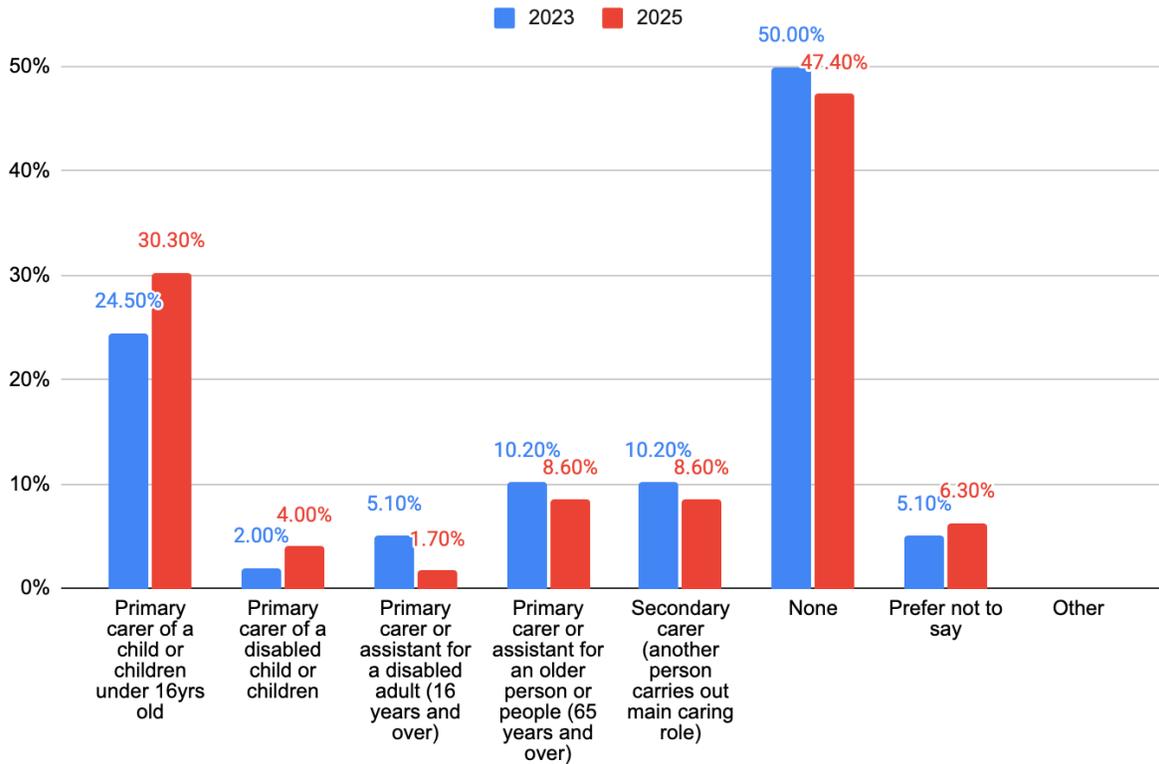
Respondents also tend to be very highly qualified (Level 7 = master's degree).



Qualification levels



Caring responsibilities



Around half of respondents have caring responsibilities. Roughly 30% are caring for children. Over 20% are caring for Disabled people or older people. This is almost double figures in the general population: England & Wales census suggests 8.9% (England) and 10.5% (Wales) of the usual resident population are unpaid carers of people with “long-term physical or mental health conditions or illnesses, or problems related to old age”. In England 10.3% of females provided unpaid care compared with 7.6% of males, in Wales 12.0% of females compared with 9.0% of males provided unpaid care.