Equality, Diversity & Inclusion Survey 24/25

ACTION PLAN

Foreword

At Corps Security, we firmly believe that our collective strength is intrinsically linked to the diversity of our people and the inclusivity of our culture. Equity, Diversity, and Inclusion (ED&I) are not merely strategic imperatives; they are the bedrock upon which we build a thriving, innovative, and resilient organisation. It is with immense pride and gratitude that I introduce the findings of our 2024/25 ED&I Survey, a crucial benchmark marking our continued journey and the tangible successes of our flagship initiative, Corps Together.

Our 2023/24 survey provided a comprehensive snapshot of key insights and a clear roadmap for enhancement. Today, we stand proud to report significant, palpable progress across every facet of our business, directly attributable to the deliberate and sustained efforts championed by Corps Together. The 2024/25 survey results unequivocally reveal a positive trajectory, demonstrating improved perceptions and experiences across seven key communities. This isn't just about shifting statistics; it's about fostering a genuinely more equitable and supportive environment where every colleague feels valued, respected, and empowered to contribute their best.

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A cornerstone of our advancements has been the successful introduction and embedding of the Disability Confidence Scheme. This commitment has reshaped our approach to recruitment, talent development, and workplace adjustments. It has not only made our processes more accessible and inclusive but also requires that we continuously work in cultivating an environment where colleagues with disabilities feel supported and heard.

" "Diversity, Equity, and Inclusion (ED&I) are not merely strategic imperatives; they are the bedrock upon which we build a thriving, innovative, and resilient organisation."

Our **seven vibrant Network Groups** continue to be the dynamic heart of our ED&I efforts. These groups serve as invaluable forums for open dialogue, shared experiences, and collaborative problem-solving. Their tireless advocacy and insightful feedback have directly informed the improvements we've implemented, ensuring that our policies and practices are truly reflective of our colleagues' needs and lived experiences. From shaping internal communications to championing mental wellbeing initiatives, their impact is felt throughout the business.

The external recognition we garnered throughout 2024 serves as a powerful validation of our collective dedication. Achieving various awards this year underscores our position as a leader in creating an equitable and inclusive workplace, reinforcing our commitment to not just meet, but exceed industry standards. These accolades are a testament to the hard work and passion of every individual who contributes to Corps Together.

As we look ahead to 2025/26, Corps Together will continue to drive our strategic objectives with ED&I always at the forefront. We are committed to building upon this momentum, identifying new opportunities for growth, understanding evolving needs, and setting ambitious new benchmarks.

This remarkable progress is not the work of a single department or initiative; it is the culmination of individual commitments, shared values, and a collective belief in a better, more inclusive future for Corps Security. Thank you for your ongoing dedication, your willingness to learn, and your invaluable contributions to making Corps Security a place where everyone truly belongs, thrives, and knows they are valued.

Together, we will continue to build a legacy of inclusion.

Seetan Varsani
Divisional Director – London
Corps Security

Corps Together

Corps Together is our award-winning equality, diversity and inclusion (ED&I) body at Corps Security. Since its inception in October 2021, it has continued to drive our organisations commitment to ED&I and socially conscious work, bringing together the different perspectives and lived experiences, from our rich and diverse workforce.

In the last 12 months Corps Together has grown in membership, welcoming new passionate Guardians from across the business, who help steer and cement its ED&I goals. This year, Corps Together has fine-tuned its strategy, holding itself to account through its implementation of 'Commitment Pledges', ensuring that its aims and objectives are met. This includes seeing into fruition key yearly initiatives, such as the first Corps Together ED&I conference in October 2025, *Be the change that you ...* hosted by our client partner Eversheds Sutherland.

DIVERSITY NETWORKS

We have **seven diversity networks** bringing multiple communities together. This year we welcomed new Co-chairs for our (Dis)ability, Women's and Pride networks, including an ally who helps to lead the latter. These genuine, yet strategic shifts in mixing up chairing roles with allies, as well as network chair swaps, enables our leaders to have a critical distance from the identity of each group, bringing in fresh insights, whilst developing key leadership skills.

- **(Dis)ability**
- **Interfaith**
- **Intergenerational**
- **Parents and Carers**
- **Pride**
- **Race**
- **Women's Network.**

Colleague Charter

Corps Equality, Diversity & Inclusion charter sets out our company level commitments to each of our colleagues and underpins our Corps value: 'Everyone Matters'.

The charter creates the foundation of our approach, uniting our people and encouraging us all to work TOGETHER to create an environment where uniqueness is celebrated, and everyone is free to be themselves.

|	
Talk	Corps will foster an environment which encourages open and honest communication at every level throughout our business.
Opportunity	We will ensure that opportunities are open to everyone, creating a culture where colleagues actively wish to progress and enjoy a rewarding career with our company.
Goals	We will set wider, meaningful business goals and objectives to help guide our approach, reporting on our progress in an open and honest way.
Education	We will continually educate our people, including senior team and management, to understand diversity and inclusion and its important place within our company.
Talent	Talent will be recognised and developed, encouraging colleagues throughout our business to develop, progress and achieve.
Honesty	We will operate in an honest and fair way, with all colleagues at every level leading by example.
Equality	Every individual within our business will be treated as an equal. Equality will form the foundations of our approach and will continue to underpin our culture.
Respect	A culture of respect will continue to be created and nurtured, where every individual is valued for their uniqueness.

Starting points

Here we take a bird's-eye view of our survey statistics, by comparing our 23/24 ED&I data, with this year's results. By reflecting on the differences over the last twelve months, we can begin to paint a better picture of our workplace profile, areas of progress and areas we need to improve on, outlined as 'Focus areas' under each identity category in the following pages. The 24/25 ED&I survey already saw us stepping in the right direction, with an improved response number of 737 colleagues compared to 488 responses in the previous year.
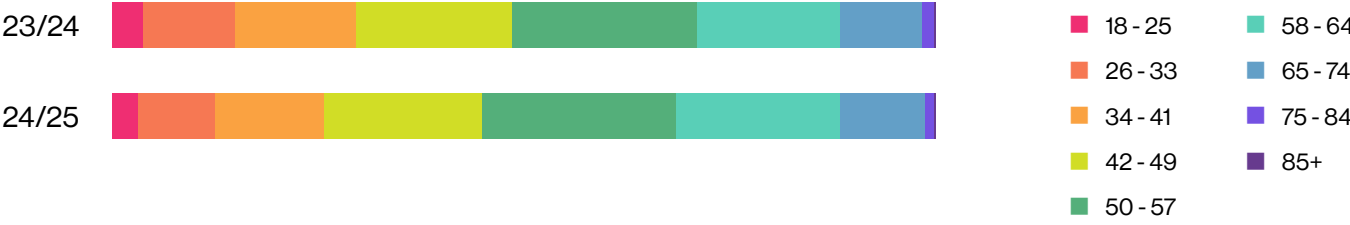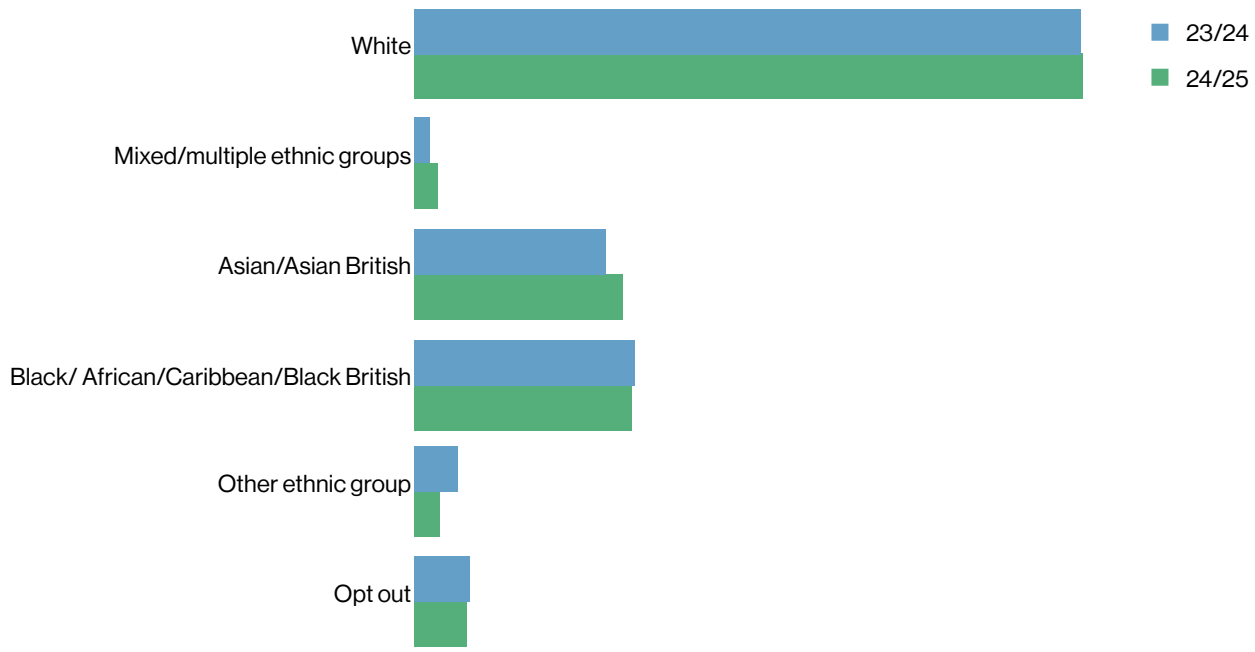
488
responses in **23/24**

737
responses in **24/25**
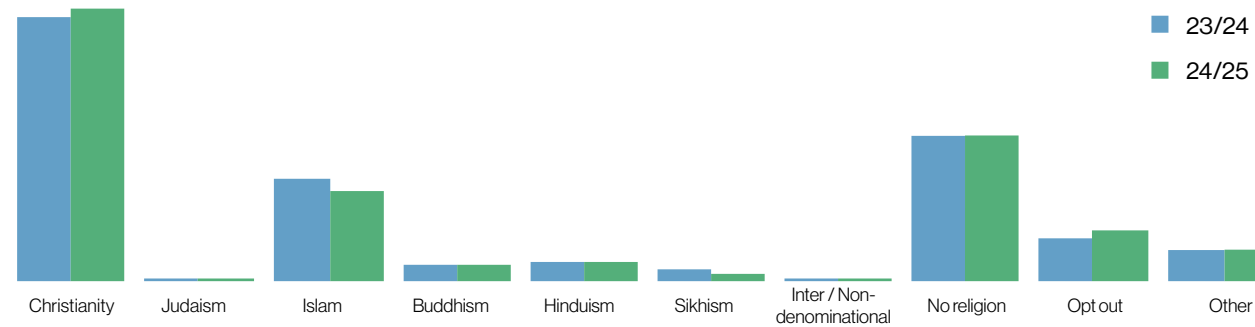
What is the gender profile of respondents?

23/24
24/25

- Male
- Female
- Non-Binary
- Trans
- Genderfluid
- Not specified above
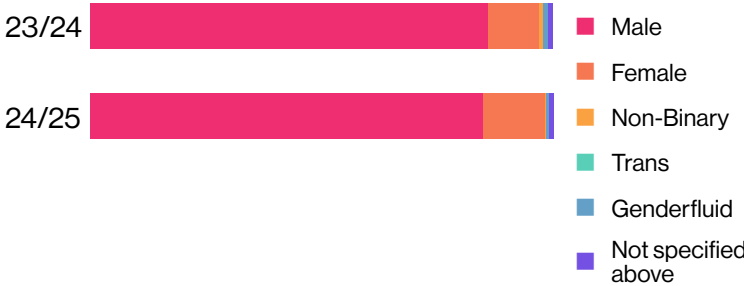
What is the age profile of respondents?

23/24
24/25

- 18 - 25
- 26 - 33
- 34 - 41
- 42 - 49
- 50 - 57
- 58 - 64
- 65 - 74
- 75 - 84
- 85+

What racial or ethnic identity did our respondents have?

- White
- Mixed/multiple ethnic groups
- Asian/Asian British
- Black/ African/Caribbean/Black British
- Other ethnic group
- Opt out

23/24
24/25

What religions did our respondents identify with?

Christianity, Judaism, Islam, Buddhism, Hinduism, Sikhism, Inter / Non-denominational, No religion, Opt out, Other

23/24
24/25

11.13%
of our respondents are living with a disability

Compared to 12.7% of respondents in 23/24

10.72%
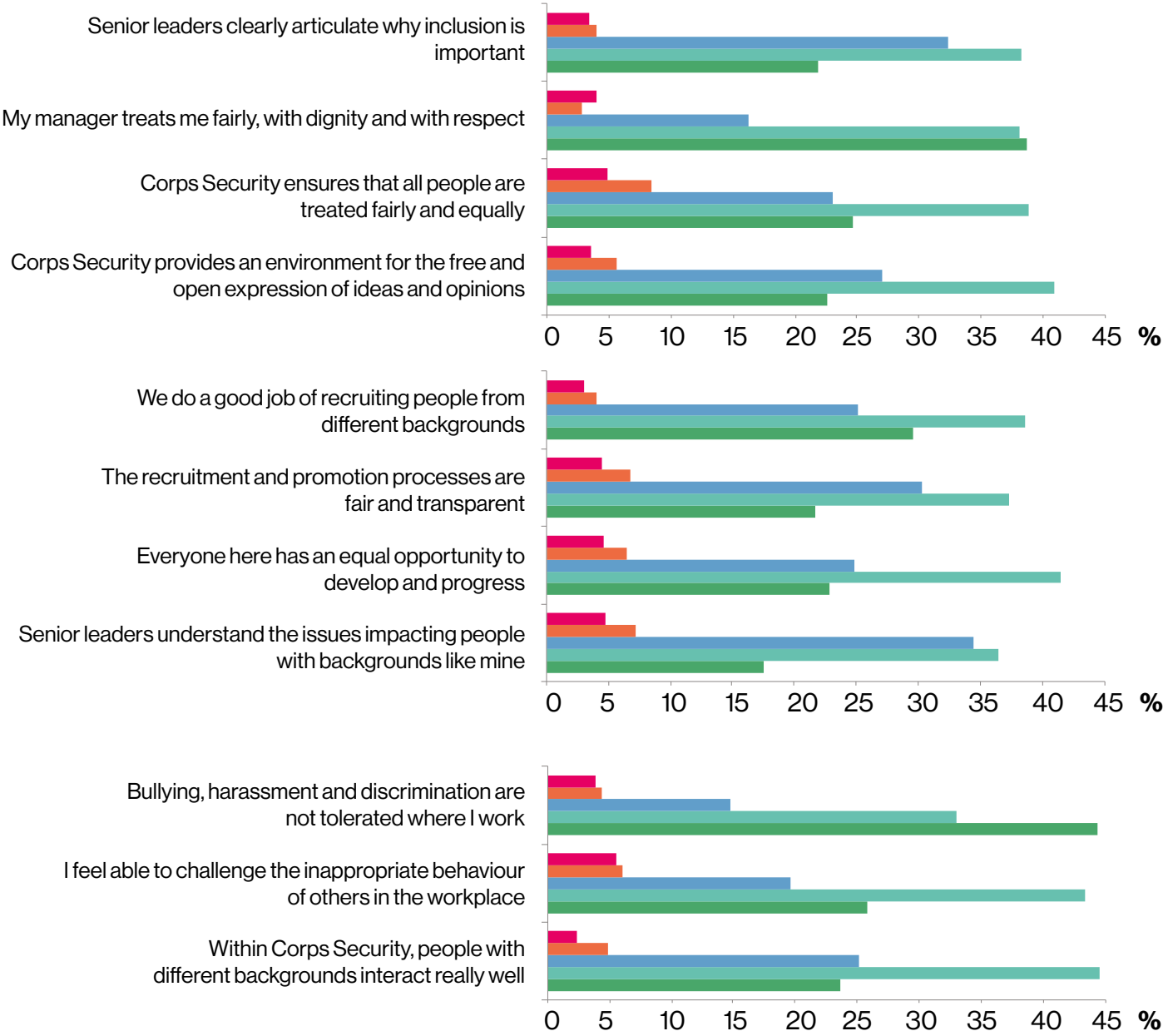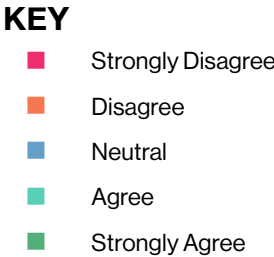of our respondents are carers

Compared to 10.2% of respondents in 23/24
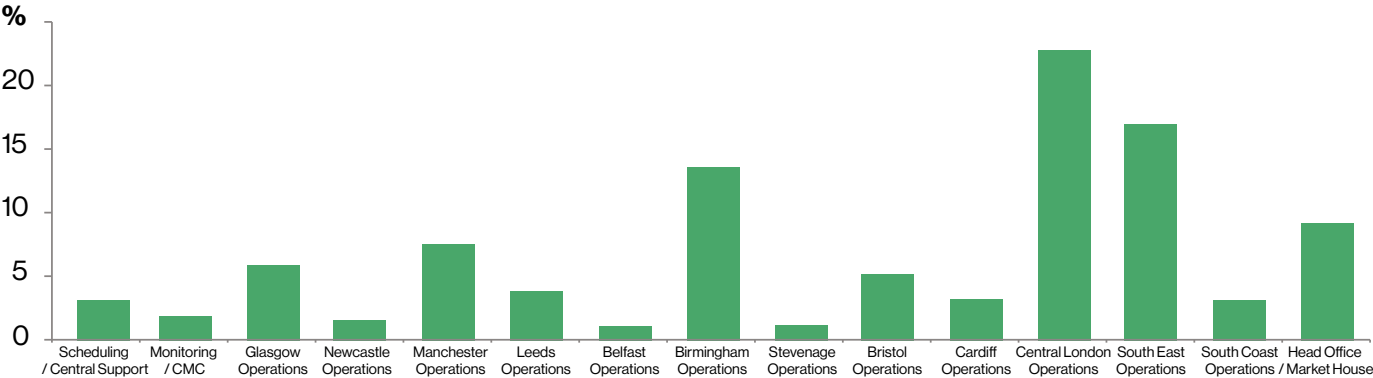
17.91%
of our respondents are veterans

Compared to 19.4% of respondents in 23/24

What's new

We strive to be a workplace where everyone feels included and that they belong, where our colleagues feel able to raise any concerns. We pride ourselves on being an organisation that listens to our people and doesn't shy away from asking the difficult questions. This year we introduced a new set of additional questions around people culture, career and progression, workplace behaviours, and leadership.

Senior leaders clearly articulate why inclusion is important

My manager treats me fairly, with dignity and with respect

Corps Security ensures that all people are treated fairly and equally

Corps Security provides an environment for the free and open expression of ideas and opinions

0 5 10 15 20 25 30 35 40 45 %

We do a good job of recruiting people from different backgrounds

The recruitment and promotion processes are fair and transparent

Everyone here has an equal opportunity to develop and progress

Senior leaders understand the issues impacting people with backgrounds like mine

0 5 10 15 20 25 30 35 40 45 %

Bullying, harassment and discrimination are not tolerated where I work

I feel able to challenge the inappropriate behaviour of others in the workplace

Within Corps Security, people with different backgrounds interact really well

0 5 10 15 20 25 30 35 40 45 %

For the first time we also collected information on which region of the country our respondents work, getting a better picture of who's voices we are hearing and who we need to hear more from. Here's what we found:

KEY
- ■ Strongly Disagree
- ■ Disagree
- ■ Neutral
- ■ Agree
- ■ Strongly Agree

%
20
15
10
5
0

Scheduling / Central Support | Monitoring / CMC | Glasgow Operations | Newcastle Operations | Manchester Operations | Leeds Operations | Belfast Operations | Birmingham Operations | Stevenage Operations | Bristol Operations | Cardiff Operations | Central London Operations | South East Operations | South Coast Operations | Head Office / Market House

Age

How we support our people on Age

The results for Age largely remained the same as last year, with 50 – 57 being the largest age group at 23.61%, followed by 58 – 64 at 19.81% and 42 – 49 at 19.13% in third. However, the number of young people aged between 18 – 25 doubled from 1.56% to 3.26%. Conversely, respondents aged between 75 – 84 dropped from 2.46% to 1.09%.

Working with young people – The rise of younger respondents could be down to the organisations drive on social engagement with the younger generation. In May 2025, Corps took part in the *Present Yourself* event for Year 10 students at St Aloysius's College. Here, team members coached students on how to write a stand-out CV, provided interview tips and gave advice on how they could start a career in security. The **Intergenerational** network at Corps, along with the wider organisation, continues to explore mentorship opportunities, as it relates to cross-generational learning and navigating the career ladder.

Digital access – Whilst Corps have a number of fantastic health and wellbeing services provided by *Aviva Digicare+ Workplace,* a theme that emerged for some respondents, was that that they were not privy to this information, not because it wasn't promoted, but rather that digital technology on account of older age, had become a barrier to access.

These findings are reflective of a wider societal issue, where in February 2025, the Women and Equalities Committee (WEC) outlined a new cross-Government strategy[1] to address the challenges and opportunities posed by the UK's ageing population. The WEC lobbied for a new digital inclusion strategy, that would address the needs of older people, offer digital skills provision at a local level and promote best practices in offering offline alternatives to digital. At Corps, we utilise offline alternatives and publish a monthly *What's On* poster, that relays ED&I activities, which can be placed on-site.
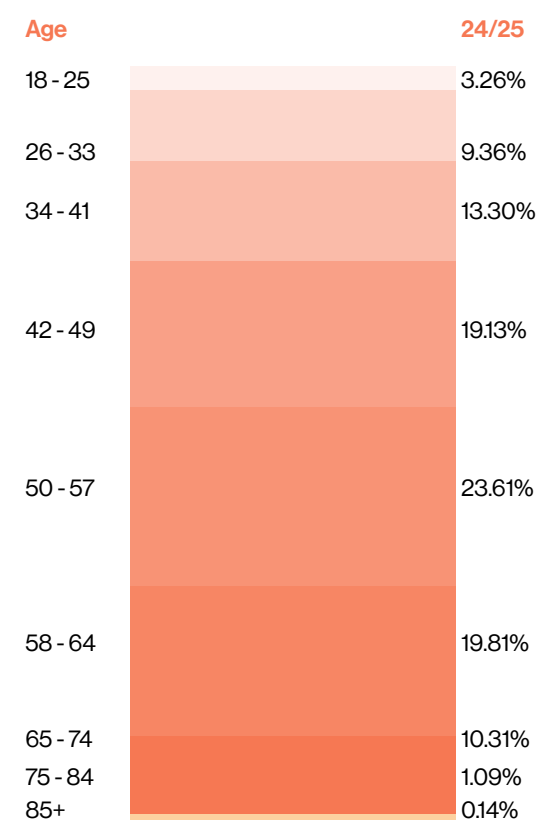
Ageism effects all ages, and in our new employee questions, we saw that it was the second highest category at 18.42% where respondents felt they experienced discrimination. This was another issue raised in the WEC report, on tackling ageism and ageist stereotyping, which had become pervasive in everyday society and culture.

1   See Women and Equalities Committee The right of older people report https://committees.parliament.uk/publications/46686/documents/239426/default/

Alternative areas to explore …

- Provide training that responds to key technical competencies e.g. being proficient in navigating essential computer programmes and digital work platforms, irrespective of age stereotypes around digital technology.
- Advocating for more cross network collaborations, as many issues are often intersectional. Here the Intergenerational Network for example, could collaborate with the Corps Veterans Association (CVA) in addressing topics such as dementia, or upskilling veterans on their return to work.
- Keeping with the times and developing a company-wide social media campaign, that explores intergenerational dialogues between employees with different life and work experiences, debunking myths that learning and knowledge, only come with age.

Age	24/25
18 - 25	3.26%
26 - 33	9.36%
34 - 41	13.30%
42 - 49	19.13%
50 - 57	23.61%
58 - 64	19.81%
65 - 74	10.31%
75 - 84	1.09%
85+	0.14%

Focus areas

The main themes in the Age category are:

i.   Career progression & opportunities, through training and development (e.g. mentorship, buddying)

ii.   Opportunities to offer short-term notice, for age-related hospital or emergency appointments.

iii.   Educational learning and development (e.g. Literacy, tech sessions)

We asked... How can Corps Security better support those of your age group?

"

"As a young professional in the 18–25 age group, Corps could provide more opportunities for career development, mentorship programs, tailored training sessions, offer leadership pathways and upskilling opportunities."

"Consider providing adjustable workstations, so that so we can stand or sit in comfort."

"By providing more computer literacy lessons and practices."

Armed Forces / Emergency Services

How we can support those who have served

The number of respondents who had served in the Armed Forces or within the Emergency Services, largely remained consistent with last year, with 17.91% of respondents having served. There was a general sense that Corps as an organisation, were doing well to support veterans, given its service heritage, and in some cases were seen to be going above and beyond.

Bringing veterans together and setting up additional network groups was a key theme. In June 2025 the Corps Veterans Association (CVA) hosted a series of *Veteran Breakfasts* across offices in London, Leeds, Glasgow, where colleagues who served could come together and connect with fellow veterans across the business.

Skills and employability – Similar to Age, there were references to links between skills and employability. The first theme was around utilising transferable skills from those who had served. The second, was around upskilling and the return to work, training older veterans in particular, on how to use technology i.e. computers.

There was a good awareness of the CVA and the charitable work that they support, such as donating to the Lancashire Army Cadet Force, or supporting Armed Forces Week at the National Jewish Memorial, which honours the vital contributions of Jewish servicemen and women to HM Armed Forces. Continuing to honour and recognise veterans from a range of service backgrounds such as the Gurkhas or the Indian Air Force, was a theme highlighted, shedding light on the rich diversity of those at Corps who have served.

Alternative areas to explore …

- More training, education, and events around the Armed Forces/Emergency Services.
- Develop colleague networks for veterans/emergency services in addition to the CVA, where managers and allies, can get involved and support.
- Whilst there is good work coming out of Combat Stress, such as offering free trauma and PTSD courses, are their other charities that Corps could support or work with e.g. those that tackle homelessness for ex-servicemen and women.
- Working with the CVA and getting insight into colleague membership, ensuring that anyone who has served, is being recognised and accounted for.

Have you ever served on active duty in the Armed Forces or within the emergency services?

18%
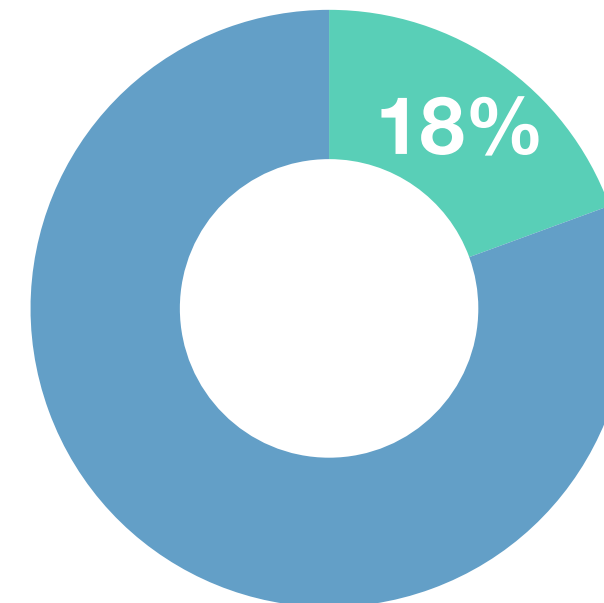
We asked... **How can Corps Security better support those who have served in the Armed Forces or Emergency Services?**

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"The company in my eyes goes well above requirements. The values and foundations of the company are there to support ex-servicemen."

"Help with improving prospects at Corps and family life, as the transition can be tough on ex-serving members. Maybe more mental health support and signposting to other available services."

"Have an emergency service group and look at what skills we can bring to the business/industry."

Focus areas

The main themes in the Armed Forces/Emergency Services category are:

i.   Identifying and utilising transferable skills from those who have served.

ii. Developing technical skills and training for veterans/emergency service workers returning to employment.

iii. Fostering new network groups to support veterans/emergency service workers.

Carers

How we support Carers with caring responsibilities

Survey respondents who identified as being a Carer came in at 10.72%, which was 0.45% more than last year, but with most respondents at 89.28% having no caring responsibilities. The biggest changes saw how those with caring responsibilities were split, in terms of who was being cared for. This year the largest category was 'a person living with a disability' which came in at 46.25%, just over a 4% rise compared to last year, where the group came in at second. This year, caring for 'an elderly person' at 38.75% came in at second. This was a significant rise compared to last year's results at 25.53%. The smallest category, saw those caring for 'a child' at 33.75%, showing a 13% drop compared to last year's figure at 46.81% where it was the largest group.

We cannot be sure for the reasons for such shifts. One theory is that under the term carers, a distinction has been made by the respondents, between those caring for a child who needs help due to illness or disability for example, from those parents or caregivers raising up a child with no additional needs. Such conflations have long been a concern of carers, where being combined into one homogenous group, whether caring for someone with a disability, a partner, or a family member, or those with age-related concerns, conceals individual needs[2].

A common thread in the results, were for colleagues to be given short-term notice, to support those they cared for, whether to attend hospital appointments or in emergency situations. Sometimes, in these situations where support couldn't be given, it was clear that managers being transparent with staff members, as to decisions being made, and why it wasn't possible, would have been welcomed.

Corps **Parents & Carers** network supports parents and caregivers, as well as those with caring responsibilities. The network has become one of the most well attended groups, with colleagues coming together offering support, and advice on a range of matters that effect their everyday lives.

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2   See Carers Wales 2024 report *The unspoken challenges of being a carer for parents, partners and children* https://www.carersuk.org/media/p3mftslc/the-unspoken-challenges-of-being-a-carer-for-parents-partners-and-children-1.pdf
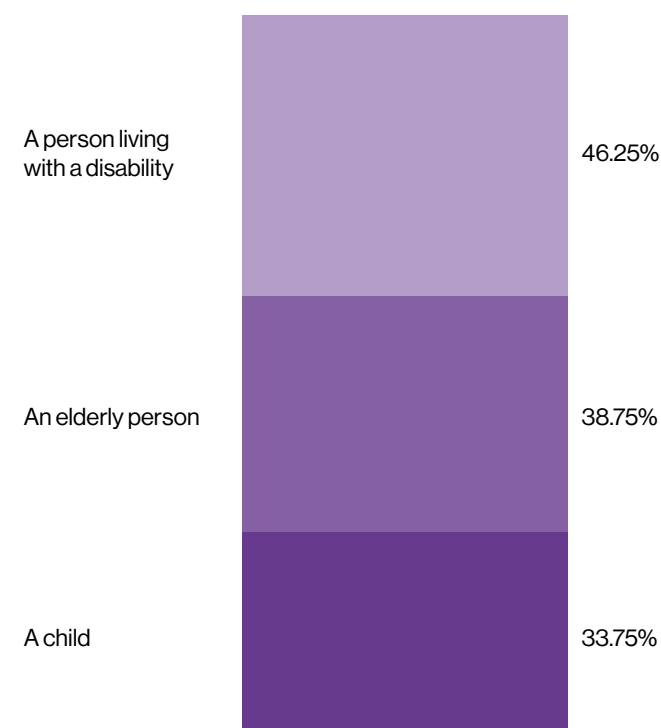
Alternative areas to explore …
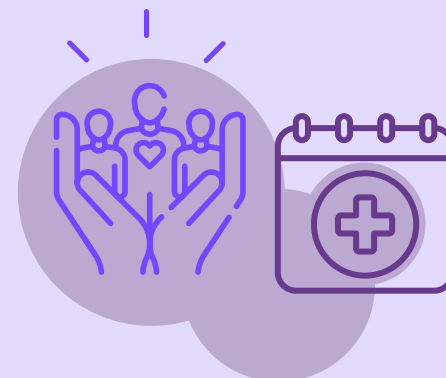
- Introducing welfare days for staff. Explore how this could be workable, for site-based colleagues, where the deployment of such days poses more operational challenges.
- Potentially re-framing how social value days are seen and if not being used in their entirety, seeing if a day could be repurposed for staff welfare, last-minute caring appointments etc.
- A diverse range of caring topics to be implemented into training and development, network talks, such as living with/someone with a stoma, or managing guilt, whether as parents, carers or in supporting a loved one.

Who are you a carer for?   24/25

Category	24/25
A person living with a disability	46.25%
An elderly person	38.75%
A child	33.75%

Focus areas

The main themes in the Carers category are:

i.   Opportunities to offer short-term notice for colleagues in moments of need.

ii.   A consistent and supportive management response, in giving the same duty of care and understanding to colleagues in such times.

iii.   More education and raising awareness on the lived experiences of being a carer.

We asked... How can Corps Security better support Carers?

"

"When I attended my interview with Corps, I told them about my carer responsibilities with the days I needed off. They accepted my requirements and offered me the job. Corps is helping me."

"Corps could look into a benefit scheme (paid time off) for carers that need short-term notice off for Hospital appointments, as there's an added pressure between work life and being a Carer."

"Being more supportive and listen to staff when they are in need. Some managers are great at offering support, but also need to be transparent in not offering cover, if it can't be supplied."

Disability
(visible, mental health & neurodiversity)

How we support our people on disability, mental health and neurodiversity

A large percentage of our respondents, 11.13%, identified as having a disability. Of those who have disabilities, 64.63% were physical, 26.83% mental health and 19.51% neurodiverse. Other types of disability, characterised by respondents who gave examples such as having arthritis or colitis, came in at 18.29%. It's to be expected that there would be overlaps with each category, given that self-identification is ultimately down to how the individual chooses to identify. However, irrespective of the range of disabilities, the first common theme related to respondents getting short-term notice off, for mental health and wellbeing needs.

Welfare (wellbeing) day – A welfare day could be used by colleagues who were suffering from poor mental health/wellbeing, or for last minute hospital appointments. We know that having time off for these purposes are harder to enact for non-permanent site-based teams, compared to permanent staff, where as a result colleagues either use their annual holiday or where this is not possible, take an unauthorised day off, which is then rendered as blowing out.

Providing ongoing support for our managers in being able to best support our colleagues in their mental health or wellbeing needs, was the second main theme. Whilst last year we delivered mandatory disability training for all our managers, it was clear from survey results that there was still room for improvement and refresher training and guidance was a necessity. As with all equality, diversity and inclusion work, we are aware that disability inclusion is not a one-off aspiration, but rather an ongoing process.

Informing our teams of our ED&I activities on-site, has been a key focus of our communication strategy at Corps. We utilise our internal staff portals, as well as newly created 'What's On' guides, which include information on webinars, talks, events, purposefully made as hard copies to be distributed physically on sites. Going back to basics mitigates a third theme, which highlighted that staff weren't always aware of the activities (e.g. Disability 101 webinar, Disability Network groups) that were already taking place in the organisation.
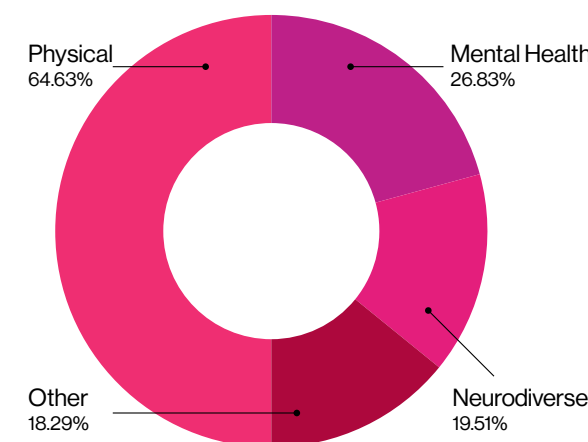
Alternative areas to explore …

- Having compassionate spaces/buddies where colleagues feel safe to disclose or turn too, in a moment of need.
- Refreshing front line teams on items used to signpost disabilities e.g. lanyards, assistance dog vests, symbol canes etc.
- Invite internal or external guests who can speak to the lived experience of specific disabilities, access needs or neurodivergences.
- Flash card campaign – As a form of education and raising awareness, developing a set of flash cards that highlight different visible and non-apparent disabilities.
- Identifying quiet rooms around the business, so that our people know where they can go to. See 'Religion or Faith'.

disability confident
COMMITTED

11.13%
of our respondents are living with a disability

Physical 64.63%
Mental Health 26.83%
Other 18.29%
Neurodiverse 19.51%

Focus areas

The main themes in the Disability category are:

i. Implement a welfare (wellbeing) day for staff that can be used on short-term notice for mental health or other wellbeing needs.

ii. Refresher training and guidance for managers on how to best support their teams with mental health or wellbeing concerns.

iii. More education, variation and awareness on disability and accessibility topics.

We asked... How can Corps Security better support those with your disability, whether they be physical (visible), related to mental health or neurodiversity?

"

"Better access to mental health, day leave. Sometimes you just need a day off when your head isn't in the right place or when you need to do a hospital check."

"More discussions and support for those who have lost limbs through amputations or information on being signposted for colleagues living with ADHD or Autism for example, would be a great help."

"Mental health should be given attention with internal networks, where managers are trained on the signs."

Gender, Gender Identity & Sexual Orientation

How we support our people on gender, gender identity, and/or sexual orientation

The industry is predominantly male orientated, and this has continued to be reflected in this year's results, with 84.80% of respondents identifying as being male compared to 13.43% female. Less than 1% of respondents combined, identified as being either non-binary, transgender or genderfluid, which was less in total than those who did not specify their sex/gender at 0.95%.

Those who identified as being straight, were the largest group at 83.31%, followed by those opting out from the question at 8.96%, which was higher in total than the combined number of staff who identified as being LGBTQ+ at 7.74%. An interesting trend saw more respondents who identified as being bisexual at 2.31%, falling in line with Stonewall's report *Attraction, Identity and Connection in Great Britain* (2022)[3] that showed that the most common identity after straight at 84% was bi at 5%. Identifying as being gay (3%) or lesbian (1%) was much less common, showing the shifting nature of sexual orientation, where most studies prior to this, have shown gay and lesbian larger than the bi population.

Our **Pride** network has recently taken on a new Co-chair, seeing the first ally to enter this role. This welcomed addition strategically helps to broaden the scope of the networks, emphasising the intersectional nature of each group and highlighting that by advocating for one, you can inherently show up for all. The network aims to open up new areas of discussion around LGBTQ+ life and this year, they invited Dr B.J. Woodstein, the author of *We're Here! A Practical Guide to Becoming an LGBTQ+ Parent*, which centres queer people's journeys to parenthood and explores queer approaches to becoming and being a parent.

The Women's Network has been looking at ways of opening up new discussions around women's equality, career progression, safety, and wellbeing. Currently they are setting up roadshows to reach and empower women across our workforce. Further, Corps is also looking to implement mentorship schemes, which will cut across a number of identity categories, providing development opportunities for mentees as well as trained mentors.

3   See https://www.stonewall.org.uk/resources/rainbow-britain-report-2022

Alternative areas to explore …
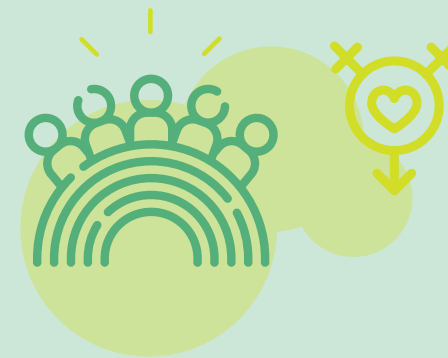
- In the development of mentorship opportunities, honing down specifically on what this may look like for the female officer who is site-based for example. Mapping out a journey for that officer, as well as other roles. This could also help in recruiting more women into the workforce, showing prospective applicants how they might progress through the organisation.
- Making sure voices of all genders are heard, so that colleagues feel they belong. Continuing to hold space for supporting men and their wellbeing, and encouraging male colleagues to also develop groups, specific to their needs, as appropriate.

Gender identity	24/25
Male	84.80%
Female	13.43%
Not specified above	0.14%
Trans	0.14%
Genderfluid	0.54%
Non-Binary	0.95%

Focus areas

The main themes in the Gender, Gender Identity, and/or Sexual Orientation category are:

i.   Developing opportunities for career progression and development, as it applies to women across the board.

ii.   More learning and education on the essence of equality, diversity and inclusion and what they mean in practice, with a focus on gender, gender identity and/or sexual orientation.

iii. Zero tolerance approach to LGBTQ+ discrimination.

iv.   The deployment of new types of events and new thinking in areas that support all genders, as well as our LGBTQ+ colleagues more specifically.

We asked... How we support our people on gender, gender identity, and/or sexual orientation:

"

"It's important that women are encouraged and empowered to progress into leadership roles, with mentorship and development programmes that help build confidence and skills."

"In-person network events for gender, sexuality etc, and sharing stories that champion employees of those groups especially in the build-up to International Women's Day and Pride Month"

"Male workshops and support services in the awareness of men's struggles."

How we support our people on race and ethnicity

A deeper understanding of how inclusion agendas work, was a key theme under race and ethnicity. It's important that minority groups are centred in inclusion agendas, but that an understanding of why this is the case is made clear[4]. White employees made up over half of the respondents at 55.63%, compared to those of a Black identity at 18.18%, followed by those of an Asian identity at 17.37%.

Race and ethnicity were also the main identity characteristics where discrimination was felt the most. Therefore, it's important that all voices of the argument are heard and listened too, however problematic or not. Holding courageous conversations will help to move the dialogue along, and as part of Corps **Race** network, to unpack what race is and who the network is for, they'll be re-naming the group, uniting members through a cause, rather than on the colour of their skin.

In Autumn 2025, Corps will be releasing an unconscious bias e-learning module for all staff. In addition, all managers and senior management teams, will be attending their annual mandatory training, on the same topic.

This year Corps signed up to the Race at Work Charter (RaWC), which was a recommended action in last year's survey. Such charters enable organisations to hold themselves to account, by outlining seven key performance indicators[5], that demonstrate an organisations commitment to race equality. The RaWC will enable Corps to capture and monitor data, which in turn will help to further understand patterns regarding promotion and career progression, see who makes up our senior/board teams and will help to monitor bullying and harassment figures, ensuring that we are able to act accordingly.

The Race network continues to drive race equality at Corps. Earlier this year, they invited Professor Simon Hepburn, the former CEO of the Security Institute, to talk about his multifaceted career and successful journey through the security industry, both in spite, and of race.
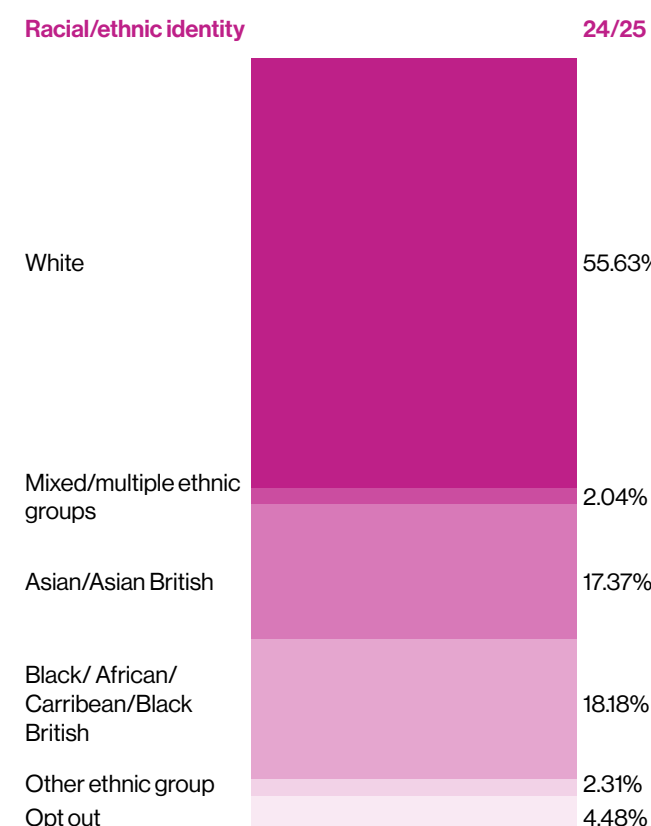
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4   Using early years education for example, according to Early Years Alliance, 3% of staff in England and Wales are male, in Scotland it's 4%, therefore a network group for men would be permissible, as they make up the minority compared to women.
5   7 actions for improving the equality of opportunity in the workplace – https://www.bitc.org.uk/race/resources/

Alternative areas to explore …

- Creating mentorship opportunities for minority ethnic staff.
- Making sure voices are being heard, from all geographic locations of the business, and that colleagues feel supported in matters of race and ethnicity.
- Holding a series of difficult conversations e.g. debunking myths around race, whiteness, white privilege, socioeconomics (class), positive action, meritocracy, accumulative advantage.
- Holding a series of talks on culture, national identity, history etc, and how they tie into the history of Corps and/or the wider security industry.
- Showcasing talent from ethnic minorities at different levels of the organisation. This will help to identify career pathways and trajectories.
- Reviewing the use of public/organisational/site specific statements about stamping out all forms of racism and treating our colleagues with dignity and respect.

Racial/ethnic identity	24/25
White	55.63%
Mixed/multiple ethnic groups	2.04%
Asian/Asian British	17.37%
Black/ African/ Carribean/Black British	18.18%
Other ethnic group	2.31%
Opt out	4.48%

Focus areas

The main themes in the Race & Ethnicity category are:

i.   Creating opportunities through training and development for ethnic minority colleagues, identifying a clear pathway for career progression.

ii.   More learning and education on the essence of equality, diversity and inclusion and what they mean in practice, with a focus on race-related themes (e.g. race, whiteness, class).

iii. Challenging racial bias, discrimination and handling difficult situations on race.

We asked... How can Corps Security better support those of your racial or ethnic group?

"

"Currently, I think Corps are doing well although we have a small number of ethnic minorities in Glasgow."

"Creating mentorship opportunities for individuals from diverse racial or ethnic backgrounds can help with career development and provide guidance and support in navigating the workplace."

"More awareness of English culture and history, as other cultures and races seem to be far more represented in this."

Religion or Faith

How we support our people on religion and faith

One of the things we need to do better at Corps, is to highlight the things we are already doing well and making sure that this information is communicated to each and everyone. This year's survey highlighted that for some, they were unaware of having groups like the **Interfaith** network, that bring together colleagues of all faiths, religions and beliefs.

A concurrent focus area seen in last year's survey, 'for colleagues across the business to have access to multifaith prayer rooms or safe space/quiet room facilities', was highlighted again. This year we have started to look at which sites, including our head offices and client spaces, facilitate the use of quiet rooms. This will allow us to see which spaces might not have the infrastructure for a quiet room, and therefore, enable us to think of alternatives, especially where teams may be smaller in number or more remote.
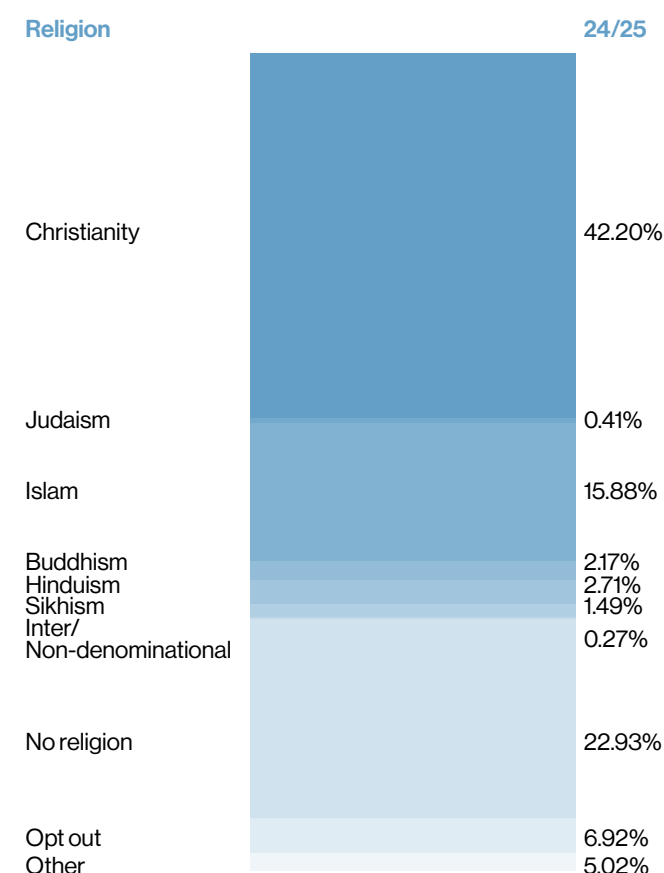
Christianity is still the largest religious group at 42.20%, followed by 22.93% of respondents with 'no religion', and then Islam with 15.88%. These statistics are important, because similar to some of the conversations around race and ethnicity, more education and awareness is needed in understanding how inclusion agendas work. Most British workplaces default to the Christian calendar regarding public holidays i.e. Good Friday, Easter Monday, Christmas Day and Boxing Day. In other words, these days are built into when organisations typically open and close and when all employees, irrespective of religious background, are collectively made to observe such dates as holidays (albeit this may not always be the case for the security sector, given that we operate 24/7, 365 days a year). What then does religious inclusivity mean, and how do we unpack majority versus minority thinking, especially where key observances for minority faith groups, are not built structurally into our workplaces? How do we make sure that all voices are heard?

Our **Interfaith** network continues to be a communal space that brings together colleagues from a range of religions and faiths, as well as those who are of no religion or faith, but share in the values of community and togetherness. This year, the network is emphasising the intersectionality of our members experiences and will be collaborating with other groups, such as hosting an event that links Armed Forces chaplaincy with our veterans.

Alternative areas to explore …

- Hosting alternative events to celebrate all faiths and religions built into the year, like world food days or finding activities that bring different faiths together e.g. the award-winning FA '*Faith & Football Series*' held at Wembley Stadium, celebrates a range of major religions and observances, including Christianity, Eid, Ramadan, Vaisakhi, through food, entertainment, special guest appearances and more.
- Make clear through communication channels, where colleagues who are interested in sharing their stories about observing key religious dates or putting on events, can be encouraged to do so, by either getting in touch with the Interfaith network or by reaching out to our comms team.

Religion	24/25
Christianity	42.20%
Judaism	0.41%
Islam	15.88%
Buddhism	2.17%
Hinduism	2.71%
Sikhism	1.49%
Inter/Non-denominational	0.27%
No religion	22.93%
Opt out	6.92%
Other	5.02%

Focus areas

The main themes in the Religion or Faith category are:

i. Creating a company-wide heat map showing which sites, including our head offices and client spaces, facilitate the use of quiet rooms and finding appropriate alternatives, where none exist.

ii. More learning and education on the essence of equality, diversity and inclusion and what they mean in practice, with a focus on religion or faith.

iii. Having a clear understanding of freedom of speech, with dignity and respect for all faiths, religions and beliefs.

We asked... **How can Corps Security better support those of your religion or faith background?**

"

"Have groups for all faiths to join."

"Could we have two or three events a year, across the business in each location, to celebrate and educate on different religions e.g. Hosting specific celebrations to include different foods, music etc specific to that date"

"Remember that freedom of religion legislation also provides for protection of freedom of thought, ergo freedom from religion."

Action Areas at a glance

Age

i. Career progression & opportunities, through training and development (e.g. mentorship, buddying)
ii. Opportunities to offer short-term notice, for age-related hospital or emergency appointments.
iii. Educational learning and development (e.g. Literacy, tech sessions)

Armed Forces / Emergency Services

i. Identifying and utilising transferable skills from those who have served.
ii. Developing technical skills and training for veterans/emergency service workers returning to employment.
iii. Fostering new network groups to support veterans/emergency service workers.

Carers

i. Opportunities to offer short-term notice for colleagues in moments of need.
ii. A consistent and supportive management response, in giving the same duty of care and understanding to colleagues in such times.
iii. More education and raising awareness on the lived experiences of being a carer.

Disability (visible, mental health & neurodiversity)

i. Implement a welfare (wellbeing) day for staff that can be used on short-term notice for mental health or other wellbeing needs.
ii. Refresher training and guidance for managers on how to best support their teams with mental health or wellbeing concerns.
iii. More education, variation and awareness on disability and accessibility topics.

Gender, Gender Identity & Sexual Orientation

i. Developing opportunities for career progression and development, as it applies to women across the board.
ii. More learning and education on the essence of equality, diversity and inclusion and what they mean in practice, with a focus on gender, gender identity and/or sexual orientation.
iii. Zero tolerance approach to LGBTQ+ discrimination.
iv. The deployment of new types of events and new thinking in areas that support all genders, as well as our LGBTQ+ colleagues more specifically.

Race & Ethnicity

i. Creating opportunities through training and development for ethnic minority colleagues, identifying a clear pathway for career progression.
ii. More learning and education on the essence of equality, diversity and inclusion and what they mean in practice, with a focus on race-related themes (e.g. race, whiteness, class).
iii. Challenging racial bias, discrimination and handling difficult situations on race.

Religion or Faith

i. Creating a company-wide heat map showing which sites, including our head offices and client spaces, facilitate the use of quiet rooms and finding appropriate alternatives, where none exist.
ii. More learning and education on the essence of equality, diversity and inclusion and what they mean in practice, with a focus on religion or faith.
iii. Having a clear understanding of freedom of speech, with dignity and respect for all faiths, religions and beliefs.

What are our next steps?

Now that we have compiled the CT ED&I survey for 2024/25, and outlined key findings and focus areas, the next step for us at Corps is to make sure we take action. Our timelines are as follows:

1.	From the time of publishing this report, July 2025, to disseminate the document internally and externally, which will help us to be held accountable to the work that needs to be done.	☐
2.	Give our people a three-month period to review the findings and see how each team, department and individuals can implement the actions.	☐
3.	Following the three months, to hold regional calls, with managers, senior figures and execs, network meetings, feeding back on point 2 with Corps Together, and our dedicated ED&I leads.	☐
4.	Reporting back to the company with regular updates on our progress, to be scheduled quarterly.	☐
5.	Compiling data statistics that indicate improvements in various areas e.g. recruitment figures and mapping down any increases with women or other underrepresented groups applying to the workforce.	☐
6.	Annual 12-month review in June 2026.	☐

Get in touch

Thank you for reading this year's CT ED&I 24/25 survey report. We hope that you have enjoyed what you've read, and if you've been following us since last year, you'll notice some of the strides we have been making in developing and strengthening our workplace culture at Corps.

Whilst this is ultimately an internal piece of work for our people, we hope that it can be as useful for whoever is reading it, whether you're in the Security sector, an ED&I professional or are keen to make a difference and want to learn from us.

We're looking forward to our first Corps Together conference in October 2025, *Be the change that you* ... leaving the rest of the title, up to the imagination of the participants or audiences in attendance.

We now leave you with that proposition, as you think through what you've read in this report.

If you would like to chat to us and find out more, to book your place at the conference, or if you would like to see how we can work together to improve ED&I in the Security sector, then please get in touch at **corpstogether@corpssecurity.co.uk**

Here you can share knowledge, experiences and new ideas freely. We welcome your input and look forward to changing the industry for the better, Corps Together.