

Equality, Diversity & Inclusion Survey 2026

SUMMARY REPORT

*stronger
together*

CORPS
TOGETHER

Corps Together

Our award-winning equality, diversity and inclusion body.

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 organisation's commitment to ED&I and socially conscious work, bringing together different perspectives and lived experiences from our rich and diverse workforce.

Different
people.
A stronger
tomorrow.

“

*Together, we create
a workplace where
everyone can belong,
contribute and thrive.*

Corps Together

Colleague Charter

Our commitments. A more inclusive tomorrow.

The Corps Equality, Diversity & Inclusion Charter sets out our company-level commitments to every colleague and underpins our value: **Everyone Matters.**

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

T	 Talk Corps	Open and honest communication at every level.
O	 Opportunity	Opportunities are open to everyone.
G	 Goals	Meaningful goals guide our approach and progress.
E	 Education	Continuous learning builds understanding and inclusion.
T	 Talent	Talent is recognised, developed and encouraged.
H	 Honesty	We act fairly and lead by example.
E	 Equality	Every individual is treated as an equal.
R	 Respect	Every individual is valued for their uniqueness.

If you would like to learn more, become a Guardian or Ally, or explore how we can work together to strengthen ED&I across Corps Security and the wider security sector, please contact us at corpstogether@corpssecurity.co.uk or visit the Corps Together section on the Corps Connect portal.

We welcome your input and look forward to working together to help make our industry more inclusive and positive for everyone.

Everyone Matters

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*Everyone is
free to be
themselves*



01

Executive Summary

The 2026 Equality, Diversity and Inclusion Survey provides valuable insight into the experiences and perspectives of colleagues who chose to participate. The findings indicate a broadly positive inclusion climate among respondents, particularly in relation to dignity, respect and the view that bullying, harassment and discrimination are not tolerated. They also identify opportunities to further strengthen employee support, engagement and inclusion across the organisation.

The findings represent the views of survey participants and will be considered alongside other employee feedback and workforce information when shaping future activity. As participation was lower than in previous years, the results should be viewed as indicative rather than fully representative of the wider workforce.

The respondent group included colleagues from a range of backgrounds and life experiences. Around 30% identified with an ethnic minority group, 14.7% identified as disabled, 12.9% identified as carers, and 19.0% reported service in the Armed Forces or emergency services. These insights will help shape continued work on inclusion, wellbeing, support for carers and veterans, and accessibility.

The strongest scaled findings relate to respect and dignity from immediate managers and intolerance of unacceptable behaviour. 74.1% of respondents strongly agreed or agreed that their manager treats them fairly, with dignity and respect. 76.7% strongly agreed or agreed that bullying, harassment and discrimination are not tolerated where they work.

The feedback also highlights priorities for continued improvement, including leadership visibility, wellbeing support, disability and neurodiversity awareness, welfare contact, access to training and confidence in speaking up.



Building on these foundations to create a more inclusive future.



Headline conclusion

The 2026 survey indicates a broadly positive inclusion climate among respondents, with clear strengths in manager respect, dignity at work and intolerance of unacceptable behaviour. The next phase will focus on building on these foundations through practical activity relating to employee voice, leadership visibility, welfare support, disability and mental health, religion and belief, carer support and confidence in speaking up.

People
Pride
Progress

02

Methodology & Limitations

The report is based on aggregated survey results, summary tables and free-text themes from the 2026 EDI survey. No respondent-level identifiers or cross-tabulated data were available, so the report does not analyse outcomes by individual protected characteristic or branch beyond aggregated response distributions.

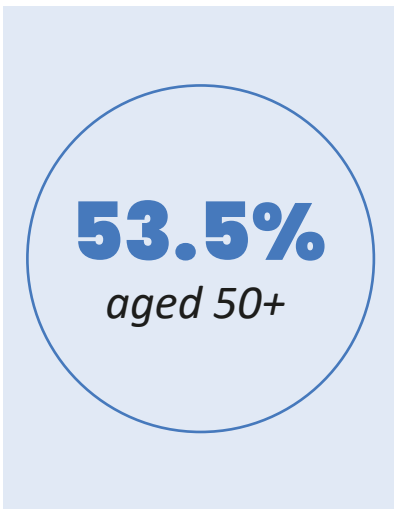
Percentages are based on those who responded to each question. Where questions allowed multiple selections, percentages may overlap rather than total 100%. Totals may also differ from 100% by 0.1 percentage points because figures are rounded to one decimal place. Free-text feedback was grouped into broad themes and reviewed for overall sentiment; this analysis should be treated as indicative.

03

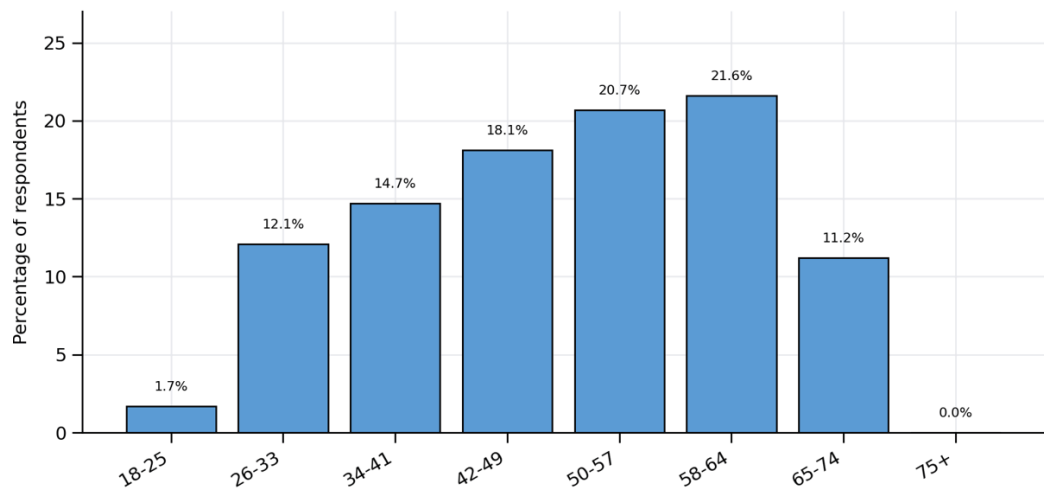
Respondent Profile

The respondent profile provides useful insight into who engaged with the survey and will help inform future participation activity. It also supports ongoing monitoring across age, gender, ethnicity, disability, caring responsibilities, service background and location.

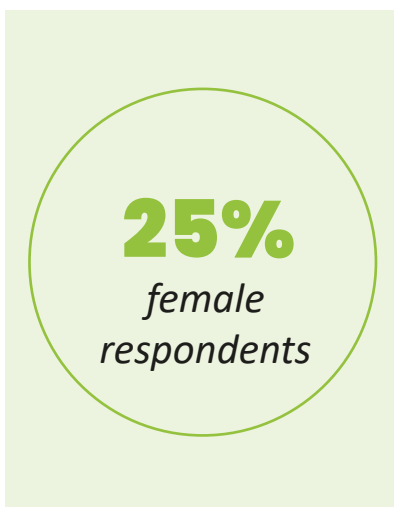
Age



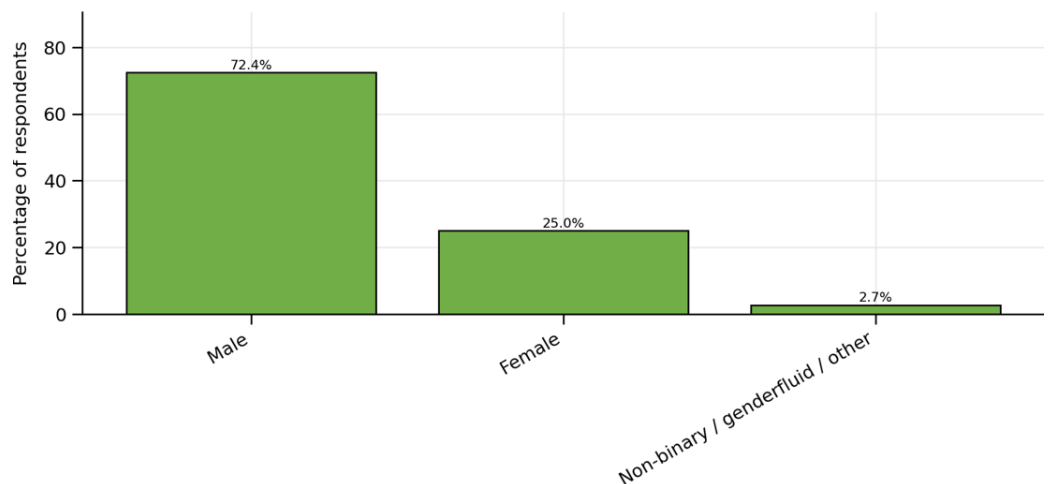
Age profile of respondents



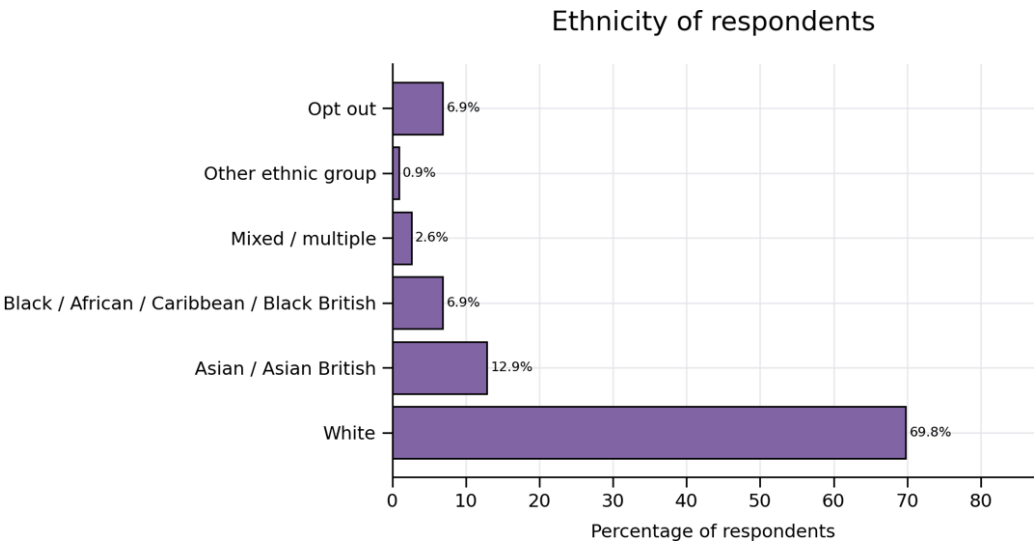
Gender



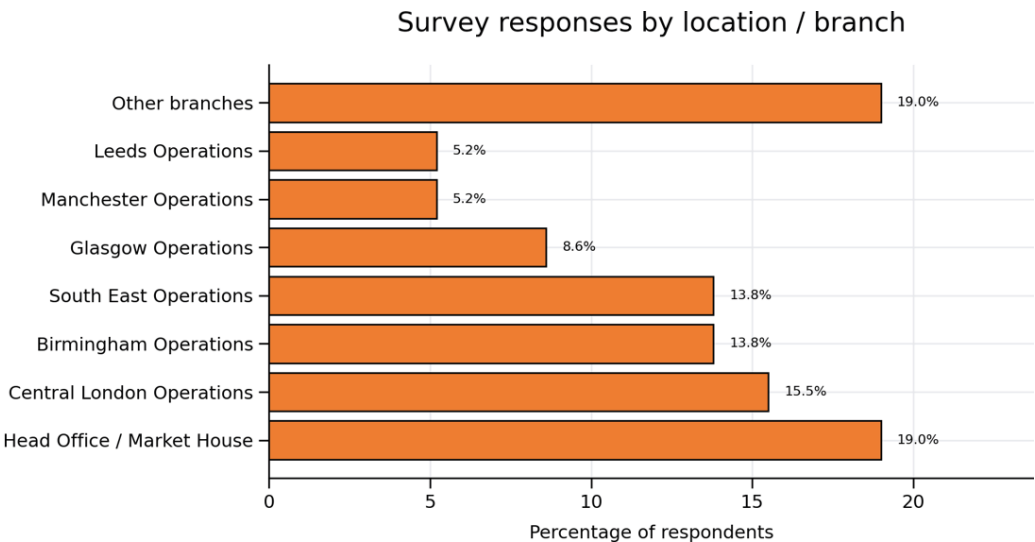
Gender identity of respondents



Ethnicity



Location



Respondent profile insights

- Participation was highest from Head Office, London, Birmingham and South East Operations.
- The age profile was weighted towards mid-career and older employees, with 42.3% aged 50 or above and only 1.7% aged 18-25.
- The gender profile was predominantly male, with female respondents representing 25.0% of the sample.
- Ethnic minority respondents represented approximately 30% of the sample, with Asian / Asian British respondents at 12.9% and Black / African / Caribbean / Black British respondents at 6.9%.
- 14.7% of respondents identified as disabled. Among disabled respondents, the selected disability types included physical disability, mental health-related disability and neurodiversity.
- 12.9% of respondents identified as carers
- 19.0% reported active duty service in the Armed Forces or emergency services.



04

Inclusion Climate Findings

The scaled survey statements show a broadly constructive picture. The strongest results relate to day-to-day experience, particularly manager respect and the view that bullying, harassment and discrimination are not tolerated. Responses relating to leadership connection and progression identify useful priorities for continued improvement.

Inclusion climate response profile

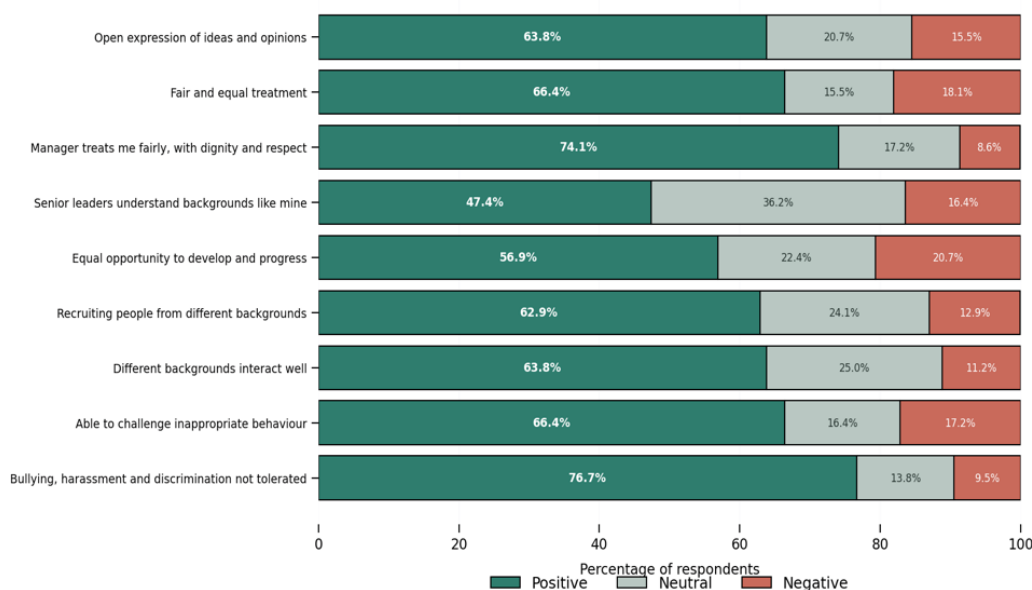


Figure 5. Inclusion climate: positive, neutral and negative response profile

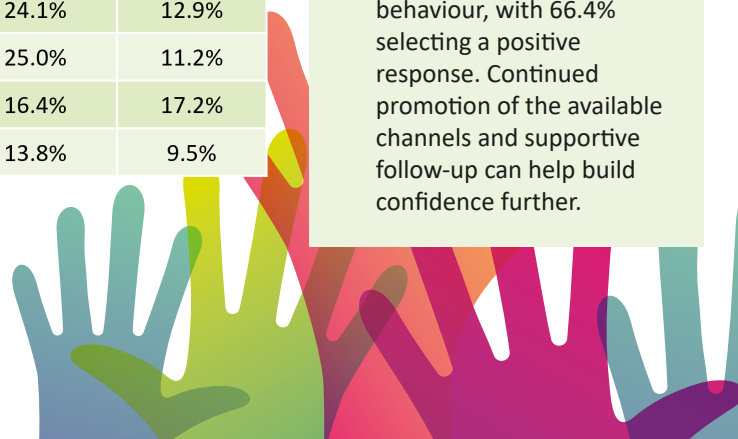
Detailed scaled findings

Statement	Positive	Neutral	Negative
Open expression of ideas and opinions	63.8%	20.7%	15.5%
Fair and equal treatment	66.4%	15.5%	18.1%
Manager treats me fairly, with dignity and respect	74.1%	17.2%	8.6%
Senior leaders understand backgrounds like mine	47.4%	36.2%	16.4%
Equal opportunity to develop and progress	56.9%	22.4%	20.7%
Recruiting people from different backgrounds	62.9%	24.1%	12.9%
Different backgrounds interact well	63.8%	25.0%	11.2%
Able to challenge inappropriate behaviour	66.4%	16.4%	17.2%
Bullying, harassment and discrimination not tolerated	76.7%	13.8%	9.5%

Interpretation



- Manager respect is a clear strength, with 74.1% of respondents selecting a positive response.
- The strongest result relates to bullying, harassment and discrimination not being tolerated, with 76.7% selecting a positive response. Continued communication and awareness activity will support further progress.
- Responses relating to senior leadership understanding were more evenly distributed, with 47.4% positive, 36.2% neutral and 16.4% negative. This provides an opportunity to strengthen leadership visibility, communication and connection with colleagues.
- More than half of respondents, 56.9%, gave a positive response on equal opportunities to develop and progress. The result provides a useful baseline for continued work on the visibility and accessibility of development opportunities.
- Most respondents felt able to challenge inappropriate behaviour, with 66.4% selecting a positive response. Continued promotion of the available channels and supportive follow-up can help build confidence further.



Your Voice
Matters

05

Employee Voice & Qualitative Themes

The free-text feedback provides helpful context behind the scaled results. Overall, 90.0% of comments were categorised as positive or neutral, while 9.9% were categorised as negative. The feedback reflects a broad range of experiences and provides constructive insight into opportunities to further enhance colleague support, wellbeing and inclusion. Percentages total 99.9% because of rounding.

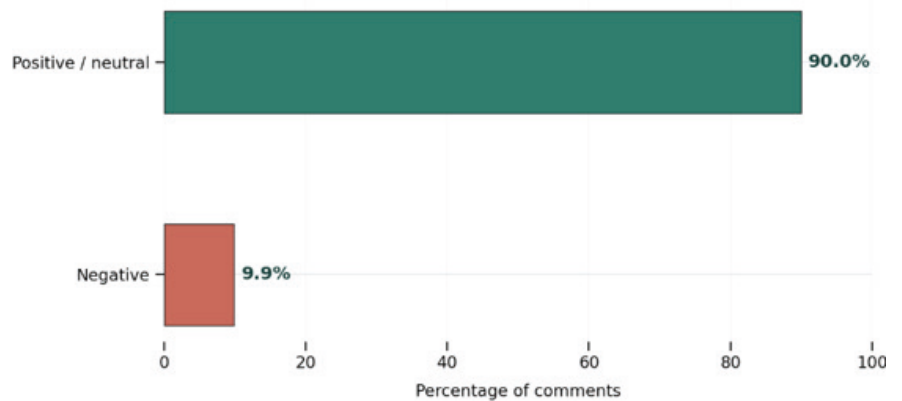


Figure 6. Employee feedback sentiment profile

Key themes

Theme	What the feedback indicates	Suggested Actions
 Mental health and disability support	Feedback highlighted opportunities to increase awareness of existing support resources and strengthen understanding of reasonable adjustments and available wellbeing support.	Continue manager training, promote EAP and wellbeing resources, and provide occupational health and reasonable adjustment examples guidance.
 Neurodiversity awareness	Feedback referenced neurodiversity and highlighted the value of practical guidance on inclusive communication and reasonable adjustments.	Introduce practical neurodiversity awareness guidance and adjustment examples for managers and colleagues.
 Training access	Feedback referenced training capacity and first aid access, providing useful insight for reviewing demand, availability, prioritisation and communication.	Continue promoting online learning while reviewing demand and access for practical, site-based and role-specific training.
 Progression, mentoring and coaching	Feedback included interest in mentoring, coaching and professional development, consistent with the opportunity to make development options more visible and accessible.	Review appraisal, job chat and personal development processes, and explore a proportionate, clearly owned and measurable mentoring or coaching approach.
 Speak-up culture	Feedback identified opportunities to promote the channels available for colleagues to share feedback, raise concerns and contribute ideas.	Continue signposting confidential reporting routes and the Whistleblowing Policy, supported by consistent manager responses and communication about actions taken.
 Veterans and carers	Responses reinforce the continued relevance of support for veterans and carers, including flexibility, understanding of caring responsibilities and clear signposting.	Review support pathways and ensure relevant policies and resources are clearly communicated to managers and colleagues.

06

Strengths & Priorities for Continued Improvement

Listening today
for a more
inclusive
tomorrow

Strengths	Priorities
A positive foundation in manager respect and dignity, with 74.1% positive responses.	Participation was lower than last year, so findings reflect respondents' experiences rather than the wider workforce. Increasing participation remains a priority.
Strongest scaled confidence in intolerance of bullying, harassment and discrimination, with 76.7% positive responses.	Some colleague groups were less represented in the respondent profile, reinforcing the importance of encouraging broader participation in future surveys.
Meaningful ethnic diversity within the respondent sample, with approximately 30% ethnic minority respondents.	Mental health support, disability adjustments and neurodiversity awareness remain important areas for continued development.
Evidence of diversity across disability, carer and veteran status, which supports Corps Security's wider social mission and inclusion narrative.	Clearer communication about development and progression opportunities can help strengthen confidence and support retention.
Qualitative feedback was largely constructive, with 90.0% of comments categorised as positive or neutral, alongside positive references to colleague support and online training.	Continued promotion of the channels available for feedback and concerns, together with supportive follow-up, can strengthen confidence in speaking up.

07

12-Month Action Plan

The action plan below translates the survey findings into practical and reportable activity. It is designed to support organisational improvement, leadership oversight and transparent reporting on progress.

	 Action	 Owner	 Timescale	 Success Measure
	Increase EDI survey participation through mobile-first access, branch briefings, manager prompts, posters and QR codes, supported by You Said, We Did communications.	HR, Comms, Operations	Q2 / 2027	Participation reaches at least 20%, with branch-level monitoring.
	Publish a twice-yearly EDI dashboard covering action progress and relevant workforce monitoring data.	HR, ESG Scrutiny Group, Comms	Twice yearly, Q1 and Q3 2027	Dashboard reviewed by senior leadership and Board / ESG governance.
	Refresh mental health awareness training, further promote existing EAP, Aviva DigiCare+ and wellbeing resources, and provide reasonable adjustment guidance.	HR, H&S, Operations	Q1-Q3 2027	Guidance issued; resources promoted; training completion monitored.
	Introduce practical neurodiversity awareness guidance for managers and colleagues, including examples of reasonable adjustments and inclusive communication approaches.	HR, L&D, Corps Together Disability Network	Q2 2027	Guidance and training launched; completion monitored.
	Enhance the welfare contact framework for frontline and site-based colleagues, with clear standards and appropriate escalation arrangements.	Operations	Q1-Q4 2027	Welfare visits activity monitored through agreed dashboard measures.
	Continue promoting opportunities for colleagues to provide feedback, raise concerns and contribute ideas that support a respectful and inclusive workplace.	HR, Comms, Operations, H&S	Q1-Q4 2027	Existing routes regularly promoted; confidence questions included in the next survey.

Source note

Prepared from: Corps Together - Equality, Diversity and Inclusion Survey (2026), raw respondent-level survey data.