



# ISAE 3000 Assurance Statement

Independent Assurance of Pearson's environmental,  
social and governance data (2024)

## Pearson PLC

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SLR Project No.: 425.065948.00001

26 February 2025

Revision: V1.0

## **Basis of Report**

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## 1.0 The Nature of the Assurance

This is a report by SLR Consulting Limited (“SLR”) for the Management of Pearson PLC (“Pearson”).

SLR has undertaken limited assurance of Pearson’s FY2024 greenhouse gas emissions and other environmental data, as well as social impact and governance & ethics KPI’s data (the indicators specified in Annex A). It has also included assurance of restated FY2023 and FY2018 environmental data. Data included is specifically, as follows:

- GHG emissions data: Scope 1, Scope 2 (market & location-based), and Scope 3 (Categories 1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, and 14) against the HM Government Environmental Reporting Guidelines (March 2019), the GHG Protocol Corporate Accounting and Reporting Standard (revised edition, 2004), including, as appropriate, the Corporate Value Chain (Scope 3) Standard (2011) and Calculation Guidance (2013), and Scope 2 Guidance (2015).
- Energy consumption: Energy use data for its global operations including the claim to 100% renewable electricity against the HM Government Environmental Reporting Guidelines (March 2019).
- Resource use: Consumption of water, waste generated in operations, and paper tonnage against the HM Government Environmental Reporting Guidelines (March 2019).
- Social impact and governance & ethics KPIs: Including employee data, Board and Executive Management, Engagement activities, governance and product data against GRI Principles of Accuracy, Clarity, Comparability, Completeness, Timeliness and Verifiability.

The data assured relates to Pearson PLC’s emissions under its operational control across all its global operations, for the reporting period 01 January 2024 – 31 December 2024, and for environmental restatements for 01 January 2023 – 31 December 2023 and 01 January 2018 – 31 December 2018.

Pearson is entirely and solely responsible for the production and publication of the data assured, and SLR for its assurance.

This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Assurance Engagements other than Audits or Reviews of Historical Financial Information) (2020) and the relevant subject-matter specific ISAE for GHG data (ISAE 3410, Assurance Engagements on Greenhouse Gas Statements).

GHG quantification is subject to inherent uncertainty due to factors such as incomplete scientific knowledge about the global warming potential of different GHGs and uncertainty around the models and parameters used in estimating GHG emissions.

SLR has complied with the requirements for independence, professional ethics, and quality control as stipulated by ISAE 3000 (2020) Requirements 3a and 3b.

## 2.0 Assurance Work Performed

The assurance work was commissioned on 15 November 2024 and was completed on 14 February 2025. Detailed records were kept of meetings and correspondence relating to the assurance. A team of four, led by Director, Sarah Kehoe, undertook the assurance and commentary process.



The assurance engagement was undertaken to a **limited** level and involved the following activities:

1. In-depth management interviews with relevant stakeholders involved in collecting and managing activity data at Pearson in order to understand Pearson's processes for management, reporting and performance improvement in environmental data;
2. In-depth and regular (weekly) meetings with the main Pearson contact for data management;
3. Request and receipt of data, and supporting policies, procedures and other documentation concerned with data collation, evaluation, communication and reporting;
4. A review of underlying data sources and substantiating evidence to support this year's reporting, to assess the robustness of monitoring and reporting systems;
5. Carried out spot checks on data received against underlying data sources.
6. A review of Pearson's current GHG Accounting and Reporting process documents (for emissions data only);
7. A review of the emissions factors to ensure the most up-to-date factors are applied in the emissions calculation (for emissions data only);
8. A review of GHG calculations for accuracy and consistency with best practice guidelines (for emissions data only);
9. Considered year-on-year trends shown by data received and, where necessary, interrogated data owners about these trends.
10. Where necessary, had further calls to resolve any remaining queries regarding evidence or data management systems.
11. The development of a documented log recording all data queries, and the steps taken to close out all queries; and
12. A review of group-wide data consolidation and reporting to check for errors or omissions in data analysis, consistency with underlying data sets and reasonableness of reporting.

The scope of the assurance is summarised in Appendix A, which presents the Scope 1 and 2 data, Scope 3 emissions, energy and resource use data, and social impact and governance & ethics KPIs associated with Pearson for the assured sources.

### 3.0 Independence

SLR is a specialist management consultancy, advising corporations that seek to improve their economic, social, and environmental performance around the world and is a leading assessor of corporate responsibility and sustainability reports.

SLR has previously assured Pearson's environmental and social data; however, it has not been part of the data management systems and processes that have been scrutinised for the purpose of this assurance.



## 4.0 Conclusion

Based on the scope of work and assurance procedures performed, nothing has come to our attention that causes us to believe that the GHG emissions, other environmental data or social impact and governance & ethics data as described above is not prepared, in all material respects, in accordance with relevant frameworks including the GHG Protocol and HM Government Environmental Reporting Guidelines, and the GRI Principles of Accuracy, Clarity, Comparability, Completeness, Timeliness and Verifiability.

SLR Consulting Limited

London

21 February 2025



# Appendix A Results

Summary of Pearson's 2024 emissions, and 2023 and 2018 restated emissions for the assured sources. Please be advised that the reported quantities have been rounded, and as a result, the aggregated totals may exhibit minor discrepancies of up to one unit.

## Environmental Data

Table 1: Emissions summary data

Indicator	Unit	FY24 GHG emissions	FY23 restated emissions
Scope 1 GHG emissions	Tonnes CO <sub>2</sub> e	4,095	4,683
Scope 2 GHG emission (location-based)	Tonnes CO <sub>2</sub> e	13,942	14,004
Scope 2 GHG emission (market-based)	Tonnes CO <sub>2</sub> e	11	1,719
Scope 3 GHG emissions (location-based)	Tonnes CO <sub>2</sub> e	233,471	246,990
Scope 3 GHG emissions (market-based)	Tonnes CO <sub>2</sub> e	234,820	247,590
Total GHG emissions (location-based)	Tonnes CO <sub>2</sub> e	251,508	265,677
Total GHG emissions (market-based)	Tonnes CO <sub>2</sub> e	238,926	253,991
Total Scope 1 and 2 GHG emissions (location-based)	Tonnes CO <sub>2</sub> e	18,037	18,687
Total Scope 1 and 2 GHG emissions (market-based)	Tonnes CO <sub>2</sub> e	4,106	6,401
UK Scope 1 GHG emissions	Tonnes CO <sub>2</sub> e	559	693
UK Scope 2 GHG emissions (location-based)	Tonnes CO <sub>2</sub> e	831	1,177
UK Scope 2 GHG emissions (market-based)	Tonnes CO <sub>2</sub> e	5	7
Total UK Scope 1 and 2 GHG emissions (location-based)	Tonnes CO <sub>2</sub> e	1,390	1,871
Total UK Scope 1 and 2 GHG emissions (market-based)	Tonnes CO <sub>2</sub> e	564	700
t/CO <sub>2</sub> e/ M £ sales revenue (Scope 1, 2 and 3 market-based)	Tonnes CO <sub>2</sub> e / Million £ sales revenue	67	69



Table 2: Scope 3 (market-based) data

Indicator	Unit	FY24 GHG emissions	FY23 restated emissions
1-Purchased goods and services (including emissions from 2-Capital goods)	Tonnes CO <sub>2</sub> e	159,602	170,347
3-Fuel- and energy-related activities	Tonnes CO <sub>2</sub> e	4,572	4,482
4-Upstream transportation and distribution	Tonnes CO <sub>2</sub> e	24,707	24,973
5-Waste generated in operations	Tonnes CO <sub>2</sub> e	592	725
6-Business travel	Tonnes CO <sub>2</sub> e	19,065	18,578
7-Employee commuting	Tonnes CO <sub>2</sub> e	14,878	15,158
8-Upstream Leased Assets	Tonnes CO <sub>2</sub> e	260	242
11-Use of sold products	Tonnes CO <sub>2</sub> e	578	360
12-End-of-life treatment of sold products	Tonnes CO <sub>2</sub> e	3,259	4,366
13-Downstream leased assets	Tonnes CO <sub>2</sub> e	4,448	5,473
14-Franchises	Tonnes CO <sub>2</sub> e	2,858	2,886

Table 3: Energy data

Indicator	Unit	FY24 quantity	FY23 restated quantity
Natural gas consumption	MWh	14,369	17,215
Fuel oil consumption	MWh	501	585
% electricity from renewable sources	%	100	89
Total electricity consumption from non-renewable sources only	MWh	0	3,953
Total electricity consumption from renewable sources only	MWh	36,777	33,066
On-site generated electricity	MWh	216	177
Transport: Vehicles	MWh	4	1
Total energy consumption (gas, fuel, electricity, transport and other sources)	MWh	51,726	54,960
UK energy consumption (gas, fuel, electricity, transport and other sources)	MWh	6,056	8,313

Table 4: Other environmental indicators

Indicator	Source	Unit	FY24 quantity	FY23 restated quantity
Resource use	Paper used	Tonnes	19,255	22,859
Waste	Total of waste in office space	Tonnes	1,749	1,371
Percentage recycled	Percentage of office waste that is recycled	%	32.6	14.6
Water	Total water consumption	m <sup>3</sup>	127,014	137,954





Table 5: FY18 Scope 1-3 restated emissions

Indicator	Unit	FY18 restated emissions
Scope 1 GHG emissions	Tonnes CO <sub>2</sub> e	10,960
Scope 2 GHG emissions (location-based)	Tonnes CO <sub>2</sub> e	28,563
Scope 2 GHG emissions (market-based)	Tonnes CO <sub>2</sub> e	2,300
Scope 3 GHG emissions (location-based)	Tonnes CO <sub>2</sub> e	386,409
Scope 3 GHG emissions (market-based)	Tonnes CO <sub>2</sub> e	386,520

Table 6: FY18 Scope 3 (market-based) data restated emissions

Indicator	Unit	FY18 restated emissions
1-Purchased goods and services (including emissions from 2-Capital goods)	Tonnes CO <sub>2</sub> e	233,134
3-Fuel- and energy-related activities	Tonnes CO <sub>2</sub> e	9,586
4-Upstream transportation and distribution	Tonnes CO <sub>2</sub> e	40,701
5-Waste generated in operations	Tonnes CO <sub>2</sub> e	4,313
6-Business travel	Tonnes CO <sub>2</sub> e	23,601
7-Employee commuting	Tonnes CO <sub>2</sub> e	52,070
11-Use of sold products	Tonnes CO <sub>2</sub> e	816
12-End-of-life treatment of sold products	Tonnes CO <sub>2</sub> e	16,664
13-Downstream leased assets	Tonnes CO <sub>2</sub> e	1,579
14-Franchises	Tonnes CO <sub>2</sub> e	4,055



## Social Impact and Governance & Ethics Indicators 2024

We have undertaken limited assurance of the Key Performance Indicators for FY24, as presented below. Please be advised that the reported quantities have been rounded, and as a result, the aggregated totals may exhibit minor discrepancies of up to one unit.

KPI	Metric	Quantity	Unit
<b>Total average number of employees for the year</b>	Average FTE	17,024	Employee
<b>Total Employees by geography (Regional Representation)</b>	All	17,116	Employee
<b>Total Employees by geography (Regional Representation)</b>	US as of 31 December	8,821	Employee
<b>Total Employees by geography (Regional Representation)</b>	UK as of 31 December	3,394	Employee
<b>Total Employees by geography (Regional Representation)</b>	Rest of World as of 31 December	4,901	Employee
<b>Employee gender diversity: Percent permanent, regular employees</b>	All	98	Percentage
<b>Employee gender diversity: Percent permanent, regular employees</b>	Male	40	Percentage
<b>Employee gender diversity: Percent permanent, regular employees</b>	Female	59	Percentage
<b>Employee gender diversity: Percent permanent, regular employees</b>	Non-binary	0	Percentage
<b>Employee gender diversity: Percent permanent, regular employees</b>	No data	1	Percentage
<b>Employee gender diversity: Percent temporary, limited term, employees</b>	All	2	Percentage
<b>Employee gender diversity: Percent temporary, limited term, employees</b>	Male	31	Percentage
<b>Employee gender diversity: Percent temporary, limited term, employees</b>	Female	67	Percentage
<b>Employee gender diversity:</b>	Non-binary	0	Percentage



<b>Percent temporary, limited term, employees</b>			
<b>Employee gender diversity: Percent temporary, limited term, employees</b>	No data	2	Percentage
<b>Employee gender diversity: Percent full-time, regular, employees</b>	All	79	Percentage
<b>Employee gender diversity: Percent full-time, regular, employees</b>	Male	44	Percentage
<b>Employee gender diversity: Percent full-time, regular, employees</b>	Female	56	Percentage
<b>Employee gender diversity: Percent full-time, regular, employees</b>	Non-binary	0	Percentage
<b>Employee gender diversity: Percent full-time, regular, employees</b>	Not disclosed	1	Percentage
<b>Employee gender diversity: Percent part-time, regular, employees</b>	All	21	Percentage
<b>Employee gender diversity: Percent part-time, regular, employees</b>	Male	28	Percentage
<b>Employee gender diversity: Percent part-time, regular, employees</b>	Female	71	Percentage
<b>Employee gender diversity: Percent part-time, regular, employees</b>	Non-binary	0	Percentage
<b>Employee gender diversity: Percent part-time, regular, employees</b>	Not disclosed	0	Percentage
<b>Female leadership: Percentage of women on Pearson's executive team</b>	Female	42	Percentage
<b>Female leadership: Senior leadership</b>	Female	49	Percentage



<b>Female leadership: VP and Director</b>	Female	49	Percentage
<b>Female leadership: Manager</b>	Female	51	Percentage
<b>Employee racial and ethnic diversity: Board Positions</b>	Diverse	4/ 40	Number/ Percentage
<b>Employee racial and ethnic diversity: Pearson's executive team</b>	Diverse	4/ 33	Number/ Percentage
<b>Employee racial and ethnic diversity: Total workforce US and UK</b>	Diverse	32 (US) 18 (UK)	Percentage
<b>Employee racial and ethnic diversity: Senior leadership US and UK</b>	Diverse	17 (US) 17 (UK)	Percentage
<b>Employee racial and ethnic diversity: VP and Director US and UK</b>	Diverse	19 (US) 16 (UK)	Percentage
<b>Employee racial and ethnic diversity: Manager US and UK</b>	Diverse	27 (US) 19 (UK)	Percentage
<b>Employee racial and ethnic diversity breakdown US</b>	% of total workforce	32	Percentage
<b>Employee racial and ethnic diversity breakdown US</b>	Asian	11	Percentage
<b>Employee racial and ethnic diversity breakdown US</b>	Black or African American	11	Percentage
<b>Employee racial and ethnic diversity breakdown US</b>	Hispanic or Latino	9	Percentage
<b>Employee racial and ethnic diversity breakdown US</b>	Other	2	Percentage
<b>Employee racial and ethnic diversity breakdown US</b>	White	68	Percentage
<b>Employee racial and ethnic diversity breakdown US</b>	Not stated	0	Percentage
<b>Employee racial and ethnic diversity breakdown UK</b>	% of total workforce	18	Percentage
<b>Employee racial and ethnic diversity breakdown UK</b>	Asian	10	Percentage
<b>Employee racial and ethnic diversity breakdown UK</b>	Black	3	Percentage



<b>Employee racial and ethnic diversity breakdown UK</b>	Hispanic or Latino	0	Percentage
<b>Employee racial and ethnic diversity breakdown UK</b>	Other	4	Percentage
<b>Employee racial and ethnic diversity breakdown UK</b>	White	63	Percentage
<b>Employee racial and ethnic diversity breakdown UK</b>	Not stated	20	Percentage
<b>% of total management workforce (US and UK)</b>	Asian	12	Percentage
<b>% of total management workforce (US and UK)</b>	Black or African American	4	Percentage
<b>% of total management workforce (US and UK)</b>	Hispanic or Latino	3	Percentage
<b>% of total management workforce (US and UK)</b>	Other	2	Percentage
<b>% of total management workforce (US and UK)</b>	White	76	Percentage
<b>% of total management workforce (US and UK)</b>	Not stated	2	Percentage
<b>Turnover number and rate</b>	Total average for the year	3331/ 19	Number/ Percentage
<b>Turnover number and rate</b>	Voluntary	2309/ 13	Number/ Percentage
<b>Turnover number and rate</b>	Involuntary	1022/ 6	Number/ Percentage
<b>Turnover by gender</b>	Total female	2052/ 12	Number/ Percentage
<b>Turnover by gender</b>	Total male	1239/ 7	Number/ Percentage
<b>Turnover by gender</b>	Non-binary	8/ 0	Number/ Percentage
<b>Turnover by gender</b>	Not disclosed	32/ 0	Number/ Percentage
<b>Turnover by age group</b>	Under 30 years old	901/ 5	Number/ Percentage
<b>Turnover by age group</b>	30-50 years old	1462/ 5	Number/ Percentage



		8	Percentage
<b>Turnover by age group</b>	Over 50 years old	961/ 6	Number/ Percentage
<b>Turnover by age group</b>	No data	7/ 0	Number/ Percentage
<b>Total number and rate of new employee hires</b>	Average headcount, rate (number of hires / average headcount)	2799/ 16	Number/ Percentage
<b>Total number of new hires</b>	Female	1710/ 61	Number/ Percentage
<b>Total number of new hires</b>	Male	1018/ 36	Number/ Percentage
<b>Total number of new hires</b>	Non-binary	13/ 0	Number/ Percentage
<b>Total number of new hires</b>	Not disclosed	58/ 2	Number/ Percentage
<b>New hires by age group</b>	Under 30 years old	893/ 32	Number/ Percentage
<b>New hires by age group</b>	30-50 years old	1248/ 45	Number/ Percentage
<b>New hires by age group</b>	Over 50 years old	647/ 23	Number/ Percentage
<b>New hires by age group</b>	No data	11/ 0	Number/ Percentage
<b>Employee Engagement Measures: Engagement</b>	Engagement Grand Mean	4.16	Mean
<b>Employee Engagement Measures: Inclusion</b>	Inclusion index mean	4.24	Mean
<b>Employee Engagement Measures: Progress</b>	% agree and strongly agree to “In the last 6 months I have had a conversation about my progress”	78	Percentage
<b>Employee Engagement Measures: Learning and Growth</b>	% agree and strongly agree to “In the last 6 months I have had opportunities to Learn & Grow”	77	Percentage
<b>Board &amp; Executive Management</b>	Number of men in Board	4	Number
<b>Board &amp; Executive Management</b>	Number of women in Board	6	Number



<b>Board &amp; Executive Management</b>	Number of "other categories of genders" in Board	0	Number
<b>Board &amp; Executive Management</b>	Number of "not/specified / prefer not to say" in Board	0	Number
<b>Board &amp; Executive Management</b>	Percentage of men in Board	40	Percentage
<b>Board &amp; Executive Management</b>	Percentage of women in Board	60	Percentage
<b>Board &amp; Executive Management</b>	Percentage of "other categories of genders" in Board	0	Percentage
<b>Board &amp; Executive Management</b>	Percentage of "not/specified / prefer not to say" in Board	0	Percentage
<b>Board &amp; Executive Management</b>	Number of men in senior positions on the Board (CEO, CFO, SID and Chair)	3	Number
<b>Board &amp; Executive Management</b>	Number of women in senior positions on the Board (CEO, CFO, SID and Chair)	1	Number
<b>Board &amp; Executive Management</b>	Number of "other categories of genders" in senior positions on the Board (CEO, CFO, SID and Chair)	0	Number
<b>Board &amp; Executive Management</b>	Number of "not/specified/ prefer not to say" in senior positions on the Board (CEO, CFO, SID and Chair)	0	Number
<b>Board &amp; Executive Management</b>	Number of men in Executive Management	7	Number
<b>Board &amp; Executive Management</b>	Number of women in Executive Management	5	Number
<b>Board &amp; Executive Management</b>	Number of "other categories of genders" in Executive Management	0	Number
<b>Board &amp; Executive Management</b>	Number of "not/ specified/ prefer not to say" in Executive Management	0	Number
<b>Board &amp; Executive Management</b>	Percentage of men in Executive Management	58	Percentage
<b>Board &amp; Executive Management</b>	Percentage of women in Executive Management	42	Percentage
<b>Board &amp; Executive Management</b>	Percentage of "other categories of genders" in Executive Management	0	Percentage



<b>Board &amp; Executive Management</b>	Percentage of "not/ specified/ prefer not to say" in Executive Management	0	Percentage
<b>Board &amp; Executive Management</b>	Number of White British or other White in Board	6	Number
<b>Board &amp; Executive Management</b>	Number of Mixed/Multiple Ethnic Groups in Board	2	Number
<b>Board &amp; Executive Management</b>	Number of Asian/Asian British in Board	1	Number
<b>Board &amp; Executive Management</b>	Number of Black/African/Caribbean/Black British in Board	0	Number
<b>Board &amp; Executive Management</b>	Number of Other ethnic group in Board	1	Number
<b>Board &amp; Executive Management</b>	Number of "not/specified / prefer not to say" in Board	0	Number
<b>Board &amp; Executive Management</b>	Percentage of White British or other White in Board	60	Percentage
<b>Board &amp; Executive Management</b>	Percentage of Mixed/Multiple Ethnic Groups in Board	20	Percentage
<b>Board &amp; Executive Management</b>	Percentage of Asian/Asian British in Board	10	Percentage
<b>Board &amp; Executive Management</b>	Percentage of Black/African/Caribbean/Black British in Board	0	Percentage
<b>Board &amp; Executive Management</b>	Percentage of Other ethnic group in Board	10	Percentage
<b>Board &amp; Executive Management</b>	Percentage of "not/specified / prefer not to say" in Board	0	Percentage
<b>Board &amp; Executive Management</b>	Number of White British or other White in senior positions on the Board (CEO, CFO, SID and Chair)	3	Number
<b>Board &amp; Executive Management</b>	Number of Mixed/Multiple Ethnic Groups in senior positions on the Board (CEO, CFO, SID and Chair)	0	Number
<b>Board &amp; Executive Management</b>	Number of Asian/Asian British in senior positions on the Board (CEO, CFO, SID and Chair)	0	Number





<b>Board &amp; Executive Management</b>	Number of Black/African/Caribbean/Black British in senior positions on the Board (CEO, CFO, SID and Chair)	0	Number
<b>Board &amp; Executive Management</b>	Number of Other ethnic group in senior positions on the Board (CEO, CFO, SID and Chair)	1	Number
<b>Board &amp; Executive Management</b>	Number of "not/ specified/ prefer not to say "in senior positions on the Board (CEO, CFO, SID and Chair)	0	Number
<b>Board &amp; Executive Management</b>	Number of White British or other White in Executive Management	8	Number
<b>Board &amp; Executive Management</b>	Number of Mixed/Multiple Ethnic Groups in Executive Management	1	Number
<b>Board &amp; Executive Management</b>	Number of Asian/Asian British in Executive Management	2	Number
<b>Board &amp; Executive Management</b>	Number of Black/African/Caribbean/Black British in Executive Management	0	Number
<b>Board &amp; Executive Management</b>	Number of Other ethnic group in Executive Management	1	Number
<b>Board &amp; Executive Management</b>	Number of "not/specified / prefer not to say" in Executive Management	0	Number
<b>Board &amp; Executive Management</b>	Percentage of White British or other White in Executive Management	67	Percentage
<b>Board &amp; Executive Management</b>	Percentage of Mixed/Multiple Ethnic Groups in Executive Management	8	Percentage
<b>Board &amp; Executive Management</b>	Percentage of Asian/Asian British in Executive Management	17	Percentage
<b>Board &amp; Executive Management</b>	Percentage of Black/African/Caribbean/Black British in Executive Management	0	Percentage
<b>Board &amp; Executive Management</b>	Percentage of Other ethnic group in Executive Management	8	Percentage



<b>Board &amp; Executive Management</b>	Percentage of "not/ specified/ prefer not to say" in Executive Management	0	Percentage
<b>Volunteering Contributions</b>	Volunteering hours	33,130	Hours
<b>Total number of concerns raised &amp; investigated</b>	Concerns raised / investigated	115	Number

