PossAbilities

PossAbilities

Annual Workforce EDI Data Report

Reporting Period: January 2026



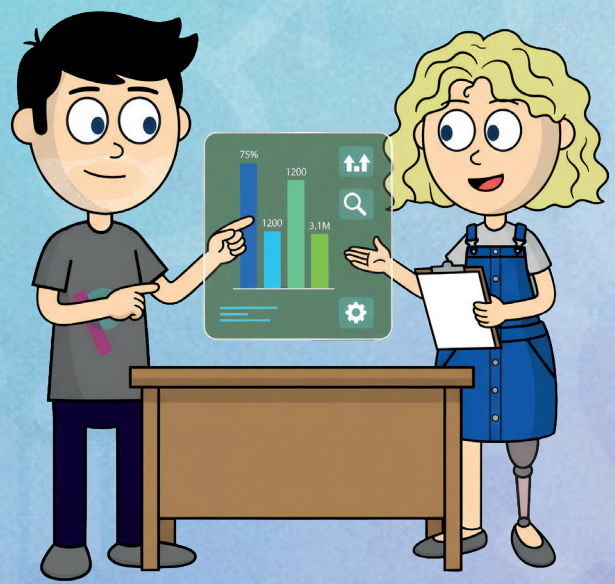
Executive Summary

This EDI Workforce Data Report provides a snapshot of our people as at January 2026 across key characteristics (gender identity, ethnicity, age, religion/belief, disability/health, sexuality and caring responsibilities). It presents overall workforce patterns and leadership representation to inform targeted actions that will support us to deliver our EDI Strategy and Action Plan.

It is the first time we have produced a report of this nature therefore we are unable to compare this data to a previous year, however this will be included in the report moving forward. For most areas we have a response rate of 75% upwards; however, there is scope to improve the completed % and reduce the % 'prefer not to say' rates.

Workforce Overview

Category	Total Workforce	% Of Workforce
Headcount	777	
Full time	363	47
Part time	330	43
Relief	84	10



EDI Breakdown - Current Workforce

Gender Identity

Gender Identity	Count	%
Male	146	18.8
Female	445	57.2
Non-binary	3	0.4
Other	1	0.1
Prefer not to say	33	4.2
Not completed	149	19.3

Ethnic Origin

Ethnic Origin	Count	%
White British	452	58.1
White Gypsy or Traveler	1	0.1
Black or Black British Caribbean	3	0.4
Other Black Background	1	0.1
Asian or Asian British - Pakistani	13	1.7
Chinese	0	0
Mixed – White & Black Caribbean	3	0.4
Mixed – White & Asian	2	0.3
Arab	1	0.1
White Irish	6	0.8
White Other	14	1.8
Black or Black British - African	84	10.8
Asian or Asian British - Indian	3	0.4
Asian or Asian British - Bangladeshi	0	0
Other Asian Background	2	0.3
Mixed – White & Black African	0	0
Other Mixed Background	1	0.1
Other Ethnic Background	1	0.1
Prefer not to say	0	0
Not completed	190	24.5

Religion or Belief

Religion or Belief	Count	%
Christian	293	37.7
Catholic	2	0.3
Muslim	35	4.5
Hindu	0	0
Jewish	0	0
Sikh	1	0.1
Buddhist	2	0.3
Spiritism	8	1
No religion	236	30.4
Other	12	1.5
Prefer not to say	43	5.5
Not completed	145	18.7

Disability / Health Conditions

Disability / Health Conditions	Count	%
No known impairment	479	61.6
Yes	95	12.2
Prefer not to say	57	7.3
Not completed	146	18.9

Sexuality

Sexuality	Count	%
Asexual	9	1.2
Bi/Bisexual	16	2
Gay woman/ lesbian	14	1.8
Gay man	16	2
Heterosexual/ straight	508	65.4
Other	4	0.5
Prefer not to say	61	7.8
Not completed	148	19.3

Caring Responsibilities

Caring Responsibilities	Count	%
None	311	40
Primary carer of a child	147	19
Primary carer of disabled adult	29	4
Primary carer of a disabled child	15	2
Secondary carer	35	4
Prefer not to say	77	10
Not completed	163	21



Diversity in Leadership

Executive Team (Headcount 8)

Gender Identity

Gender Identity	Count	%
Female	8	100

Ethnic Origin

Ethnic Origin	Count	%
White British	7	87.5
Mixed – White & Black Caribbean	1	12.5

Age Bands

Age Bands	Count	%
31-39	3	37.5
40-49	1	12.5
50-59	3	37.5
60+	1	12.5

Religion or Belief

Religion or Belief	Count	%
Christian	4	50
No religion	4	50

Disability / Health Conditions

Disability / Health Conditions	Count	%
No known impairment	6	75
Yes	2	25

Sexuality

Sexuality	Count	%
Heterosexual/ straight	8	100

Caring Responsibilities

Caring Responsibilities	Count	%
None	2	25
Primary carer of a child	5	62.5
Primary carer of disabled adult	1	12.5

Senior Management Team (Headcount 12)

Gender Identity

Gender Identity	Count	%
Male	4	34
Female	8	66

Ethnic Origin

Ethnic Origin	Count	%
White British	11	91.7
Black or Black British Caribbean	1	8.3

Age Bands

Age Bands	Count	%
25 - 30	1	8.3
31 - 39	1	8.3
40 - 49	3	25
50 - 59	5	41.7
60 +	2	16.7

Religion or Belief

Religion or Belief	Count	%
Christian	7	58.4
Buddhist	1	8.3
No Religion	3	25
Prefer Not to Say	1	8.3

Disability / Health Conditions

Disability / Health Conditions	Count	%
No known impairment	8	66
Yes	4	34

Sexuality

Sexuality	Count	%
Gay Man	2	16.7
Heterosexual / Straight	9	75
Prefer Not to Say	1	8.3

Caring Responsibilities

Caring Responsibilities	Count	%
None	8	66
Primary carer of a child	4	34

Other Managerment Roles (Headcount 60)

Gender Identity

Gender Identity	Count	%
Male	12	20
Female	42	70
Prefer not to say	3	5
Not completed	3	5

Ethnic Origin

Ethnic Origin	Count	%
White British	51	85
White Irish	1	1.7
White Other	1	1.7
Asian or Asian British - Indian	2	3.3
Other Ethnic Background	1	1.7
Not Completed	4	6.6

Age Bands

Age Bands	Count	%
25 - 30	8	13.3
31 - 39	16	26.7
40 - 49	11	18.3
50 - 59	17	28.4
60 +	8	13.3

Religion or Belief

Religion or Belief	Count	%
Christian	24	40
Muslim	2	3.3
Spiritism	1	1.7
No religion	24	40
Prefer not to say	7	11.7
Not completed	2	3.3

Disability / Health Conditions

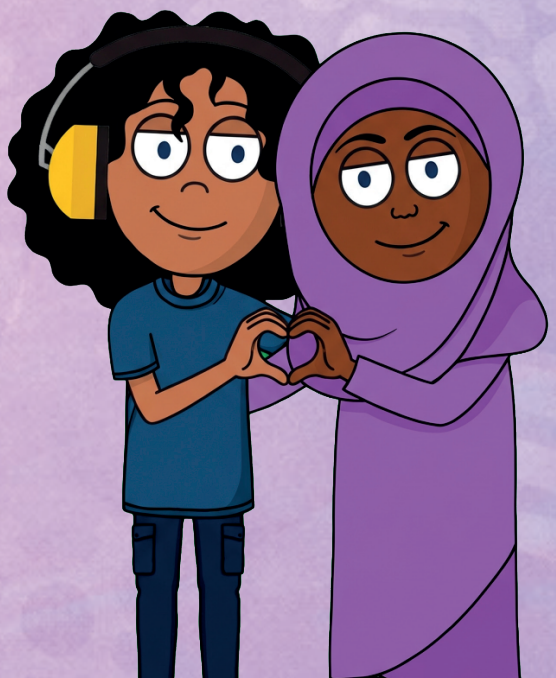
Disability / Health Conditions	Count	%
No known impairment	43	71.7
Yes	7	11.7
Prefer not to say	8	13.3
Not completed	2	3.3

Sexuality

Sexuality	Count	%
Bi / Bisexual	1	1.7
Gay Woman / Lesbian	2	3.3
Gay Man	3	5
Heterosexual / Straight	43	71.7
Prefer not to say	9	15

Caring Responsibilities

Caring Responsibilities	Count	%
None	22	36.7
Primary carer of a child	17	28.3
Primary carer of a disabled adult	4	6.7
Primary carer of a disabled child	1	1.6
Secondary Carer	4	6.7
Prefer not to say	9	15
Not completed	3	5



Comparison Leadership Diversity V PossAbilities Diversity

Gender Identity %	Poss	ELT	SLT	Mgrs.
Male	18.8	0	34	20
Female	57.2	100	66	70
Non-binary	0.4	0	0	0
Other	0.1	0	0	0
Prefer not to say	4.2	0	0	5
Not completed	19.3	0	0	5

Ethnic Origin %	Poss	ELT	SLT	Mgrs.
White British	58.1	87.5	91.7	85
White Gypsy or Traveler	0.1	0	0	0
Black or Black British Caribbean	0.4	0	0	0
Other Black Background	0.1	0	0	0
Asian or Asian British - Pakistani	1.7	0	0	0
Chinese	0	0	0	0
Mixed – White & Black Caribbean	0.4	12.5	8.3	0
Mixed – White & Asian	0.3	0	0	0
Arab	0.1	0	0	0
White Irish	0.8	0	0	1.7
White Other	1.8	0	0	1.7
Black or Black British - African	10.8	0	0	0
Asian or Asian British - Indian	0.4	0	0	3.3
Asian or Asian British - Bangladeshi	0	0	0	0
Other Asian Background	0.3	0	0	0
Mixed – White & Black African	0	0	0	0
Other Mixed Background	0.1	0	0	0
Other Ethnic Background	0.1	0	0	1.7
Prefer not to say	0	0	0	0
Not completed	24.5	0	0	6.6

Religion or Belief %	Poss	ELT	SLT	Mgrs.
Christian	37.7	50	58.4	40
Catholic	0.3	0	0	0
Muslim	4.5	0	0	3.3
Hindu	0	0	0	0
Jewish	0	0	0	0
Sikh	0.1	0	0	0
Buddhist	0.3	0	8.3	0
Spiritism	1	0	0	1.7
No religion	30.4	50	25	40
Other	1.5	0	0	0
Prefer not to say	5.5	0	8.3	11.7
Not completed	18.7	0	0	3.3

Disability / Health Conditions %	Poss	ELT	SLT	Mgrs.
No known impairment	61.6	75	66	71.7
Yes	12.2	25	34	11.7
Prefer not to say	7.3	0	0	13.3
Not completed	18.9	0	0	3.3

Sexuality %	Poss	ELT	SLT	Mgrs.
Asexual	1.2	0	0	0
Bi/Bisexual	2	0	0	1.7
Gay woman/ lesbian	1.8	0	0	3.3
Gay man	2	0	16.7	5
Heterosexual/ straight	65.4	100	75	71.7
Other	0.5	0	0	0
Prefer not to say	7.8	0	8.3	15
Not completed	19.3	0	0	3.3

Caring Responsibilities %	Poss	ELT	SLT	Mgrs.
None	40	25	66	36.8
Primary carer of a child	19	62.5	34	28.3
Primary carer of disabled adult	4	12.5	0	6.7
Primary carer of a disabled child	2	0	0	1.6
Secondary carer	4	0	0	6.7
Prefer not to say	10	0	0	15
Not completed	21	0	0	5

Age Bands %	Poss	ELT	SLT	Mgrs.
16 - 24	13	0	0	0
25-30	11	0	8.3	13.3
31-39	21	37.5	8.3	26.7
40-49	19	12.5	25	18.3
50-59	22	37.5	41.7	28.4
60+	15	12.5	16.7	13.3



Head Office, PossAbilities CIC,
Cherwell Wellbeing Hub,
Cherwell Avenue,
Heywood, OL10 4SY.

01706 692181

www.possabilities.org.uk

@PossAbilities1

PossAbilities TV

@poss_Abilities

@poss_abilities