



CIWM

Together, we stand for a world beyond waste



CIWM Equality Diversity and Inclusion Survey 2021

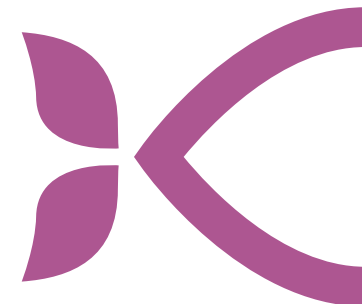
Executive Summary



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A photograph showing the backs of several people, mostly of African descent, holding their hands up in a gesture of unity or celebration. They are wearing blue t-shirts. The background is a blurred outdoor setting with trees and sunlight.

EXECUTIVE SUMMARY



Introduction

As the membership body for the waste and resource sector we aim to provide a voice for all of our members. When we embarked on the creation of our Equality Diversity and Inclusion strategy last year we knew that we needed to be able to reach as broad a group as possible to input into the strategy and that this needed to reach beyond our members. The EDI survey allowed us to achieve this.

Thank you to all of you who shared your information and your experiences with us and to those individuals and organisations who shared links to the survey with their networks.

Our main aim from the survey was to gather input into the EDI strategy, but we also hoped to gather baseline data on the diversity of those working in the sector. We know that the data we've collected doesn't reflect the makeup of the sector: for instance, the male/female balance of respondents is not aligned with the gender split of professionals working in the sector. As part of the strategy we need to ensure we are engaging with a broader group to allow us to capture more representative data in the future and to deliver our strategic goals.

It's only when we all understand the benefits of an inclusive and diverse sector that we'll be able to deliver real change.

Poor EDI practices have a negative impact on all of us. They reduce the pool of talent we can recruit from, make our industry less attractive, reduce input from a variety of voices and make us less successful as a sector in general.

Addressing the issues and concerns that you all shared will allow us to achieve our wider goals of attracting new skills into the sector and creating the diversity of thought that will allow us to move towards a world beyond waste.

Demographic data of respondents

The survey had a good response rate from non-members, but a low response rate overall. **This meant that the numbers can not be seen to be representative of either the makeup of the sector or the sector's views:**

336
RESPONSES

All questions were optional and so not all 336 respondents completed all questions.

58% members

32% non-members

9% of responses were from CIWM employees (where 30 of 34 employees participated) and 57 respondents were CIWM volunteers including trustees, centre councillors and committee members.

56% female

The majority of respondents are female. This does not reflect other survey data which shows 84% of workers in the sector are male.



**58%
aged 36-55**

Only 4.4% of respondents were under the age of 24, this is in line with ONS data regarding age of workers in the sector.



10% LGBTQ

10% of survey respondents identified as LGBTQ



8% disability

8% of survey respondents said they have a disability. Of these 40% said they had a learning disability and 36% a physical disability.



76% white British

76% of respondents were white British. The second largest groups were white other and white Irish at 5% and 4% respectively.

48% no religion

45% Christian

80% degree or higher



80% of respondents had a Bachelor's degree or higher qualification such as a Masters or PhD.

13% private school

13% of respondents attended a privately funded school versus the current Independent school headcount representation in the UK, which is 6.4%.



Regions

15% of respondents didn't specify what region they were in. South West was the highest region with 13% and North East was lowest with 2%.



The highest groups of respondents work within:

**Consultancy (22%)
Local Authority (21%) and
Waste/Resource Disposal/
Treatment (16%).**



What we learned

Although the survey results did not allow us to gather sufficient data to provide a baseline for the sector, the information gathered in the survey has allowed us to gain a much broader insight into the experiences of those in the sector.

These experiences, which were in line with the feedback from the focus groups, have influenced our strategy and shown that the benefits of addressing EDI in the sector go beyond those areas many would expect. The views of respondents were that addressing the EDI issues and concerns you all shared is essential to achieving our wider goals of attracting new skills into the sector and creating the diversity of thought that will allow us to move the world beyond waste.



Improving EDI in the sector

We asked respondents what CIWM should prioritise to improve EDI in the sector and the top five suggestions were –

-  1 Education for all on EDI
-  2 Diverse role models (e.g. speakers at events)
-  3 Organisational culture
-  4 Outreach programmes to schools and colleges
-  5 Recruitment and Induction processes

All five areas have been included in the **EDI strategy** and many of the other suggestions have also been grouped into the strategy as sub sections.

Respondents' Votes for Priority Activities to Improve EDI





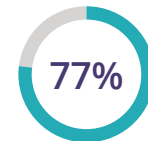
We also provided a free text field for respondents to tell us what one thing they would like to do to improve EDI. The 151 comments were broadly in line with the previous question but also touched on broader themes of making the sector more attractive for all –

- Education and training
- Attraction, recruitment and retention
- Communication
- Data
- Diverse role models
- Flexibility
- Addressing discrimination / bias
- Image and branding of the sector
- Culture

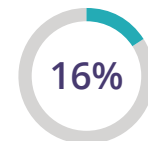
When talking about respondents' experiences in the sector the headlines were varied in terms of experiences related to EDI –



60% of respondents believe the waste and resource sector provides an environment which encourages the free and open expression of ideas, opinions and beliefs.



77% of respondents believe there are policies and procedures to promote diversity and inclusion in their own organisations.



16% of respondents believe there is a good level of diverse representation at senior management level in the waste and resource sector as a whole.



40% indicated they had seen, heard or witnessed comments or behaviour that has made them uncomfortable in the last 12 months within their own organisations.



In discussing our findings with other professional bodies and others working to address equality, diversity and inclusion, we know that often it is those who feel most impacted by EDI issues that respond to surveys on the topic. We need to do much more to reach out to the whole sector. This journey has only just begun.

➤ Please visit ciwm.co.uk/edi to download the full survey results, read about our EDI work and to see our EDI strategy. You can join the conversation at [CIWM Connect](#).



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