



Institute  
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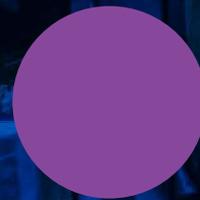
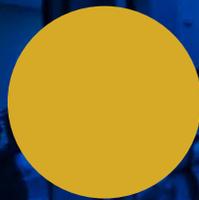
# Diversity of our key boards

In January 2022 the IFoA launched its new **Diversity, Equity and Inclusion (DEI) strategy**. As part of this strategy, we have committed to setting ourselves and our members bold and high standards in regard to how we will act as a professional membership body and employer. This will be underpinned by focusing on collecting meaningful data, setting standards, and being transparent about how we are making progress.

Under the Leadership and Culture area of the strategy, we have committed to publishing the aggregate ethnic, gender, demographic, geographic and socio-economic mix of Council, Management Board, Regulatory Board and Executive Leadership Team members. As this is the first time we have gathered this data, we have, as a first step, selected a few of the protected characteristics to report, with a view to widening this list in the future.

All members of the aforementioned boards were surveyed in April 2022 and the following is the data provided by them. This information will assist the IFoA in formulating future plans regarding diversity, equity and inclusion, and will be requested and reported on an annual basis.

If you have any feedback or questions regarding this data, please feel free to contact [DEI@actuaries.org.uk](mailto:DEI@actuaries.org.uk).



# Council

## Gender

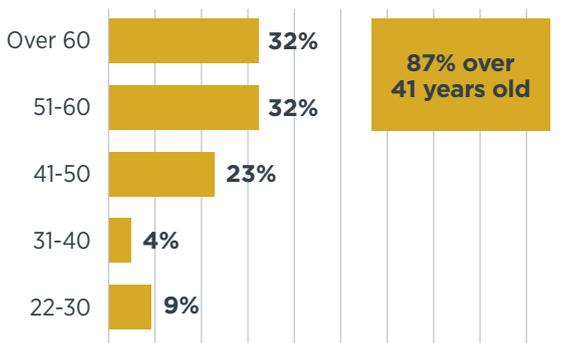


## Socio-economic background

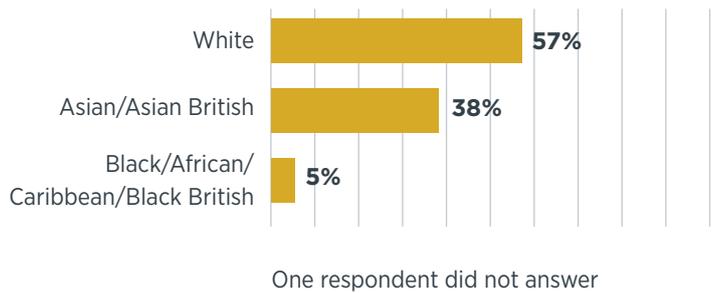


- **Professional** – modern professional and traditional occupations; senior or junior managers or administrators
- **Intermediate** – clerical and intermediate occupations; small business owners
- **Lower** – technical and craft occupations; routine, semi-routine manual and service occupations; long-term unemployed

## Age range



## Ethnic group

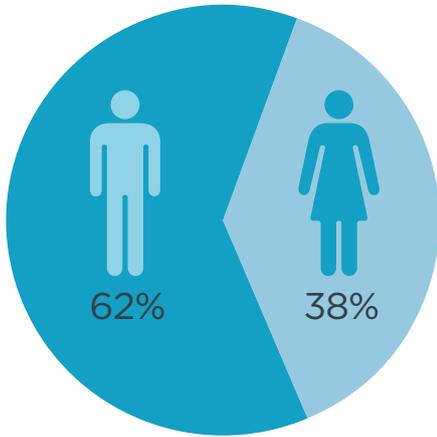


## Geographic region

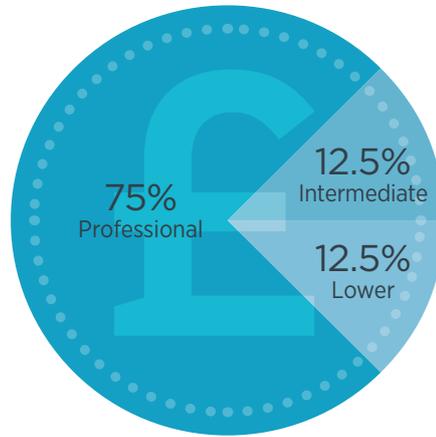


# Management Board

## Gender

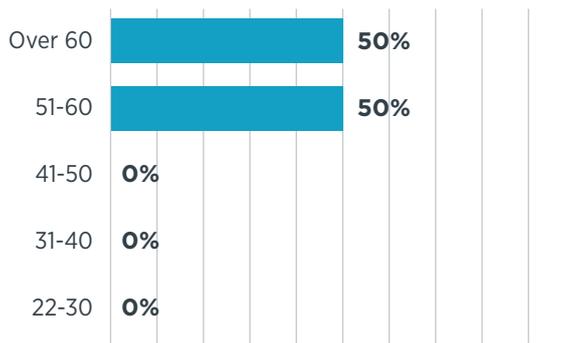


## Socio-economic background

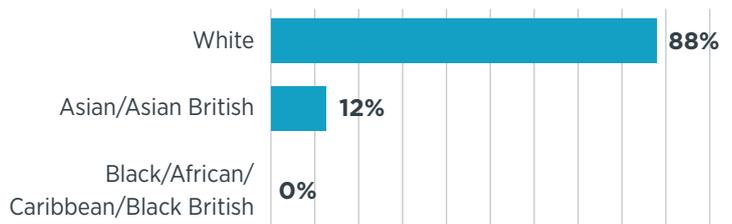


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- **Lower** – technical and craft occupations; routine, semi-routine manual and service occupations; long-term unemployed

## Age range



## Ethnic group

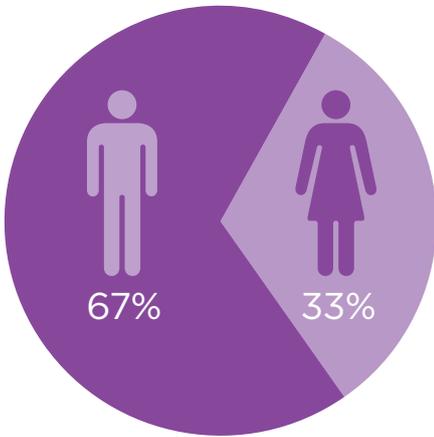


## Geographic region

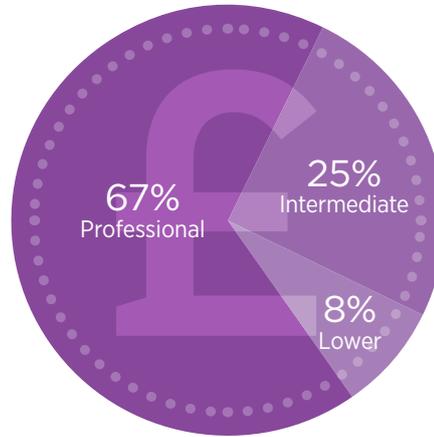


# Regulatory Board

## Gender

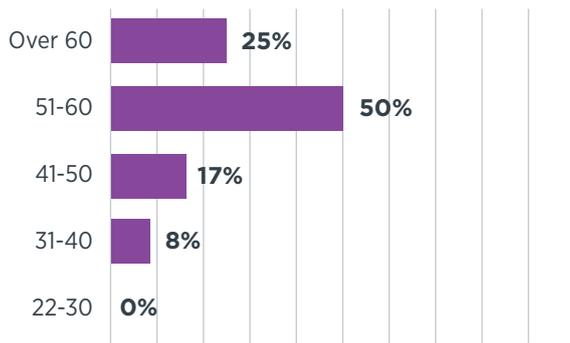


## Socio-economic background

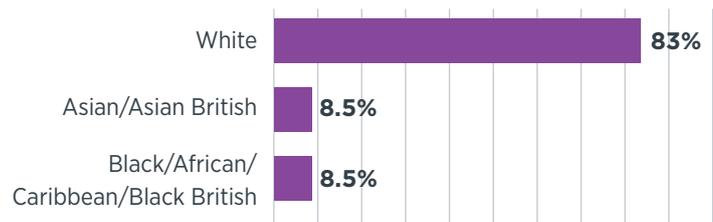


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## Age range



## Ethnic group



## Geographic region



# Executive Leadership Team

## Gender

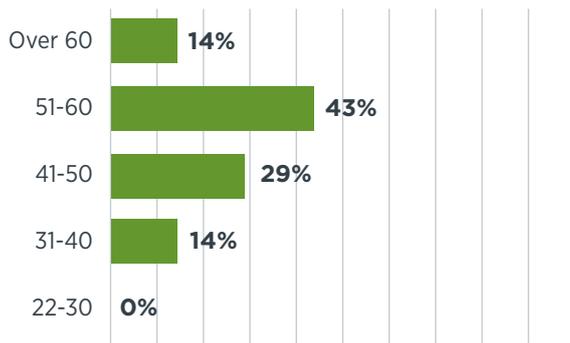


## Socio-economic background

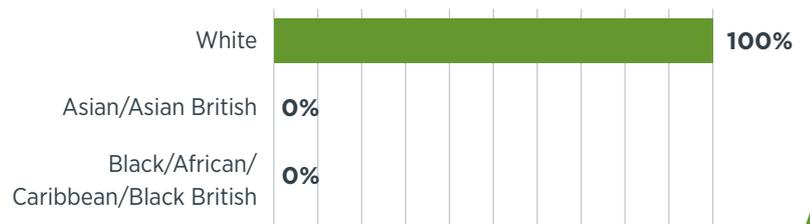


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- **Lower** – technical and craft occupations; routine, semi-routine manual and service occupations; long-term unemployed

## Age range



## Ethnic group



## Geographic region





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