



Chartered
Institute of
Housing

Equality, diversity and inclusion

Census result 2026



Part one: Overview

Why the census is required

At the Chartered Institute of Housing (CIH) we are committed to improving equality, diversity and inclusion (EDI) in our organisation, throughout our membership and across the housing sector. In order to do this, we developed our EDI census to continuously capture data and understand the demographics of our membership across the UK and Ireland. Using broader population data as a baseline benchmark provides valuable context - not as a target to mirror, but to offer meaningful insight that helps us identify trends, inform targeted activity, and support greater access and inclusion across the sector.

It is important to clarify that while this report references 'our membership', the data represents those members who completed the EDI census. While this gives a good indication of our demographic profile, it cannot be categorically said that these characteristics are representative of our total membership.

What we asked and when

We initially launched the census in November 2022 to better understand our membership. This was followed by our first EDI census report in October 2023. Building on our reports in 2023, 2024 and 2025, we have continued to invite members to complete the census on a voluntary basis. For the 2026 survey, we have included new questions on hidden disabilities and organisational seniority. This provides a more nuanced view of our membership - including the diversity across management tiers - allowing us to evaluate how inclusive the housing sector is at all stages of a housing career.

Members can choose to answer all, some, or none of the questions. The questions align with the characteristics protected under the Equality Act 2010 and equality legislation in Ireland and Northern Ireland; however, we have gone beyond protected characteristics to ask about language, socio-economic status and educational history. CIH is committed to capturing EDI data from its members on an ongoing basis and there is no end date to the census. A list of all questions in the census is included in Appendix 1, along with a list of references and data sources in Appendix 2.

Summary findings: Who are our members in 2026



62% female



45-54 years old



10.3% LGBTQ+



12.6% minority ethnic



21.7% have a disability



18% use a minority language

Part two: The results

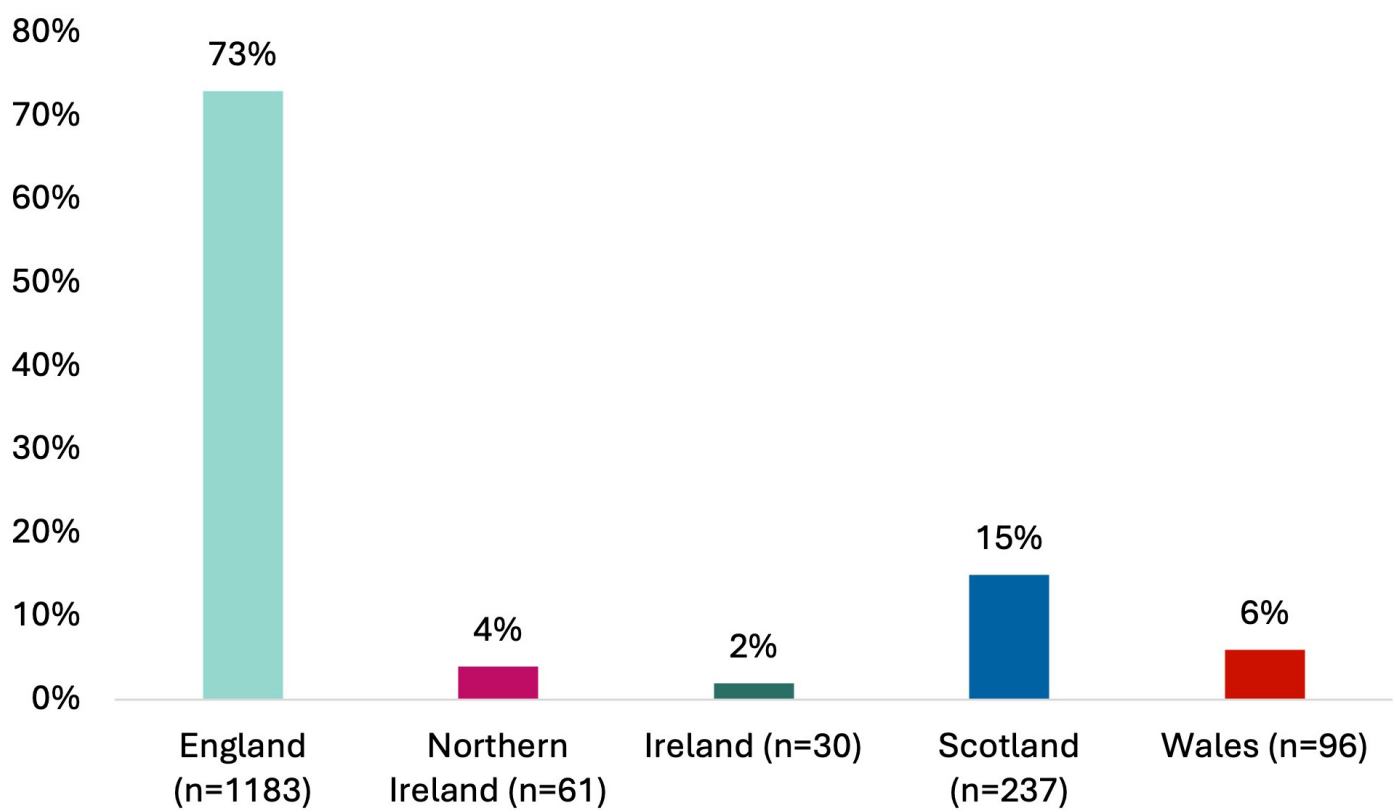
Response rate

This report has been prepared from data collected from the launch of the census in 2022 up to and including 15 July 2026.

To date 1,648 current CIH members have completed the EDI census. This represents approximately 12% of our membership. Some respondents have provided a 'prefer not to answer' response to some of the questions whilst others have left the question blank. We have made the decision to omit blank responses from our analysis where they occur. We do, however, provide the proportion of 'prefer not to answer' responses where this is significantly different to census data for each of the four UK nations and Ireland.

The EDI census data for 2026 shows that 73% of respondents (1,183) live or work in England. Similar proportions have been seen over the past three EDI censuses.

Figure one: Geographical spread of responses



The proportion of members completing the EDI census for each of the four UK nations and Ireland is comparable to the proportion of members within each nation. Yet there is work to be done in exploring what worked in Scotland and Northern Ireland to increase their number of completions so that we can increase the number of responses from Wales and Ireland.

Note on the data

When examining the data on protected characteristics, we recognise that response levels for the four UK nations and Ireland are often too low for robust, country-specific determinations. Nonetheless, we have used the CIH EDI census data to compare against national census data for the four UK nations and Ireland where possible. If data is not available, we have made this clear in our analysis. Where a value is 0% it has been omitted from graphs to improve clarity.

Key findings: What does our membership look like?

Our membership's **largest age group is 45-54**; the median age for the UK population is **40.7** and for Ireland **38**

Our membership is **62.4% female** compared to **51%** at population level



59.6% of members are **married or in a civil partnership** compared to **44.9%** at population level

21.7% of members **identify as disabled** compared to **21%** at population level

10.3% of our membership is **LGBTQ+** compared to between **2.1 - 4%** at population level



18% of our membership understands, speaks, reads or writes Cymraeg, Gaelic, Irish or Scots



47.1% of our membership state they have **no religion** compared to an average of **35.3%** at population level



12.6% of our membership are **minority ethnic** compared to an average of **9.34%** at population level

7.9% of our membership attended an **independent school** compared to between **1-6.6%** at population level



20.6% of our membership received **free school meals** compared to the national benchmark of **15%**

Age

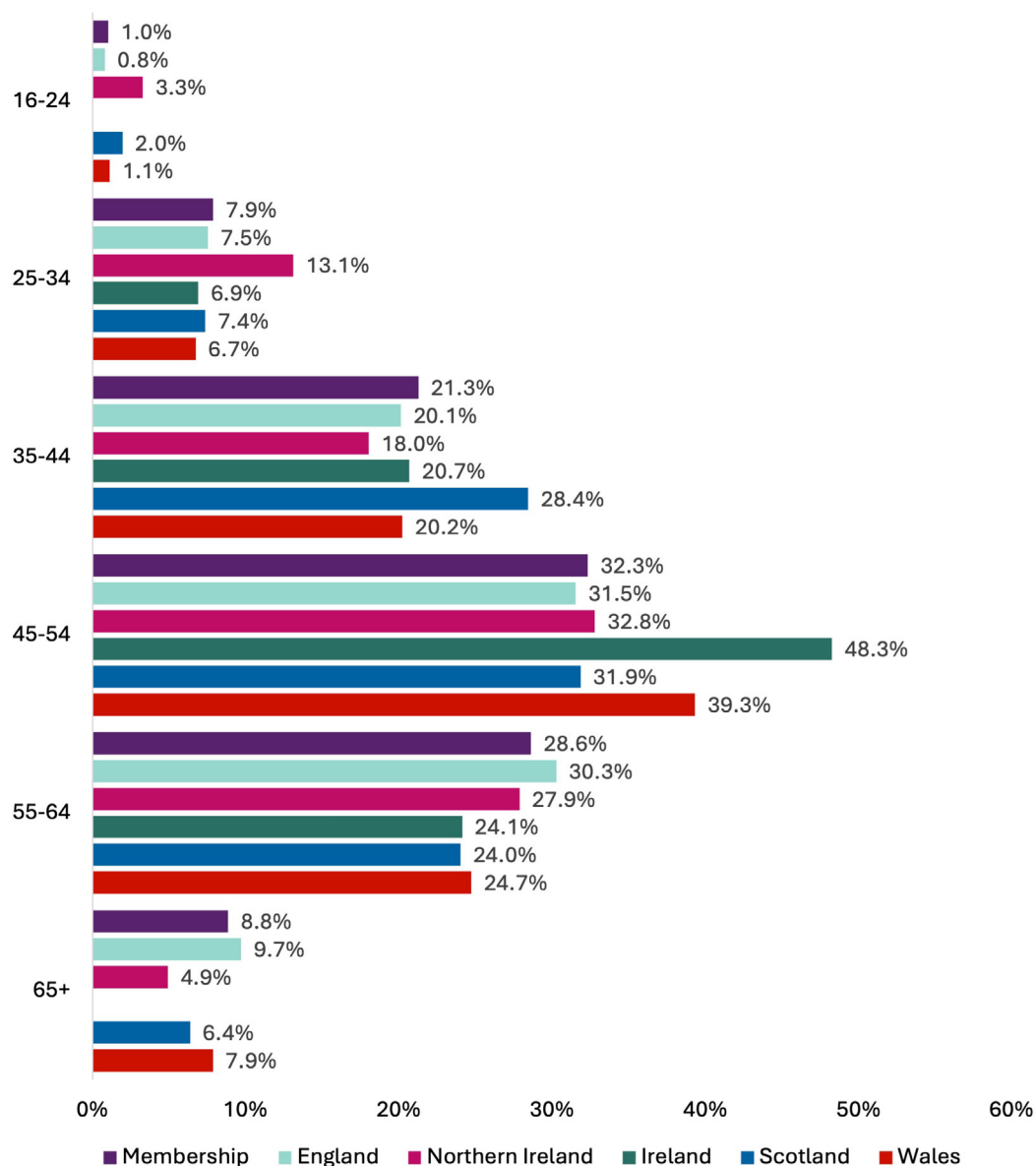
The median ages for the four UK nations and Ireland are:

- England: 40.2¹
- Northern Ireland: 40²
- Ireland: 38²
- Scotland: 42.8³
- Wales: 42.8¹

As shown in figure two, the EDI census data shows that our membership is not wholly representative of the median ages seen in the four UK nations and Ireland. Our largest age group is 45-54. When we consider the individual nations where our members live and work, Northern Ireland's proportion of members aged 25-34 is nearly double that seen in the other three UK nations and Ireland. Ireland has no members aged 16-24 and no members aged 65+. Overall England has the largest proportion of members over 45, with 71.5% of respondents.

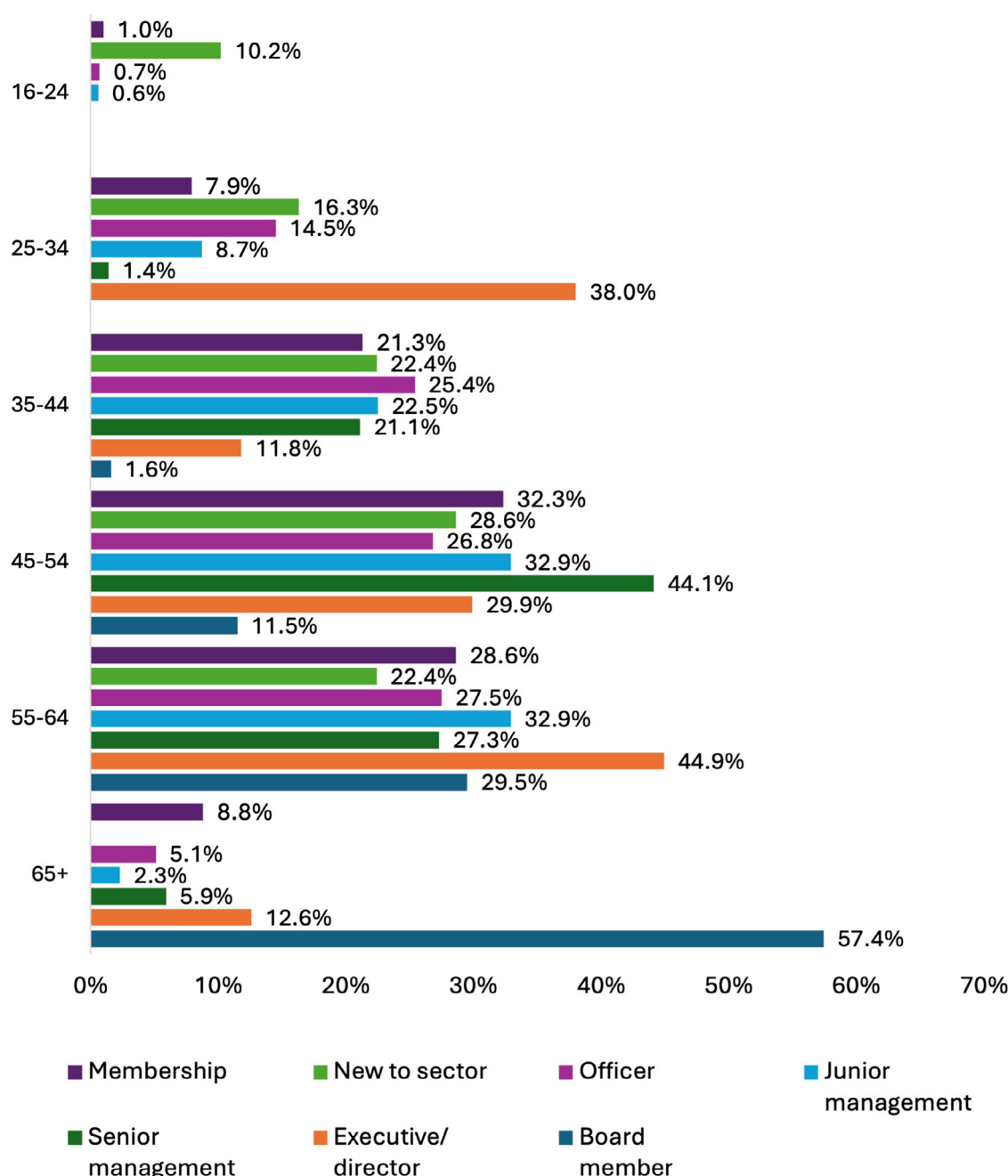
Our largest age group in the EDI census is **45-54** the median age for the UK population is **40.7** and Ireland is **38**

Figure two: Age groups



We have broken down the age of our membership by seniority level of their role within their current organisations in figure three. The largest age groups for each seniority role are largely as expected. At first glance, there appears to be an overrepresentation of members aged 65+ in the board member category. However, this is partly due to how job titles within membership data are recorded; many people aged 65+ are no longer working in the sector but remain members by virtue of holding a housing board position. This does not mean that individuals under 65 are not joining boards, but rather the job title within their membership profile will be their primary employment position.

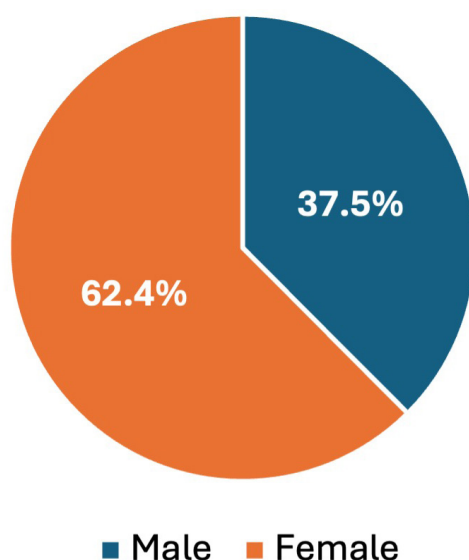
Figure three: Age groups by seniority of current role in housing sector



Gender

The proportion of males and females in the UK population according to the mid-year 2024 population estimate is 51% female and 49% male⁴. In Ireland, it is also 49% male and 51% female⁵. While the general population is almost evenly split, our EDI census data shows that our membership has a higher proportion of females than males, as shown in figure four.

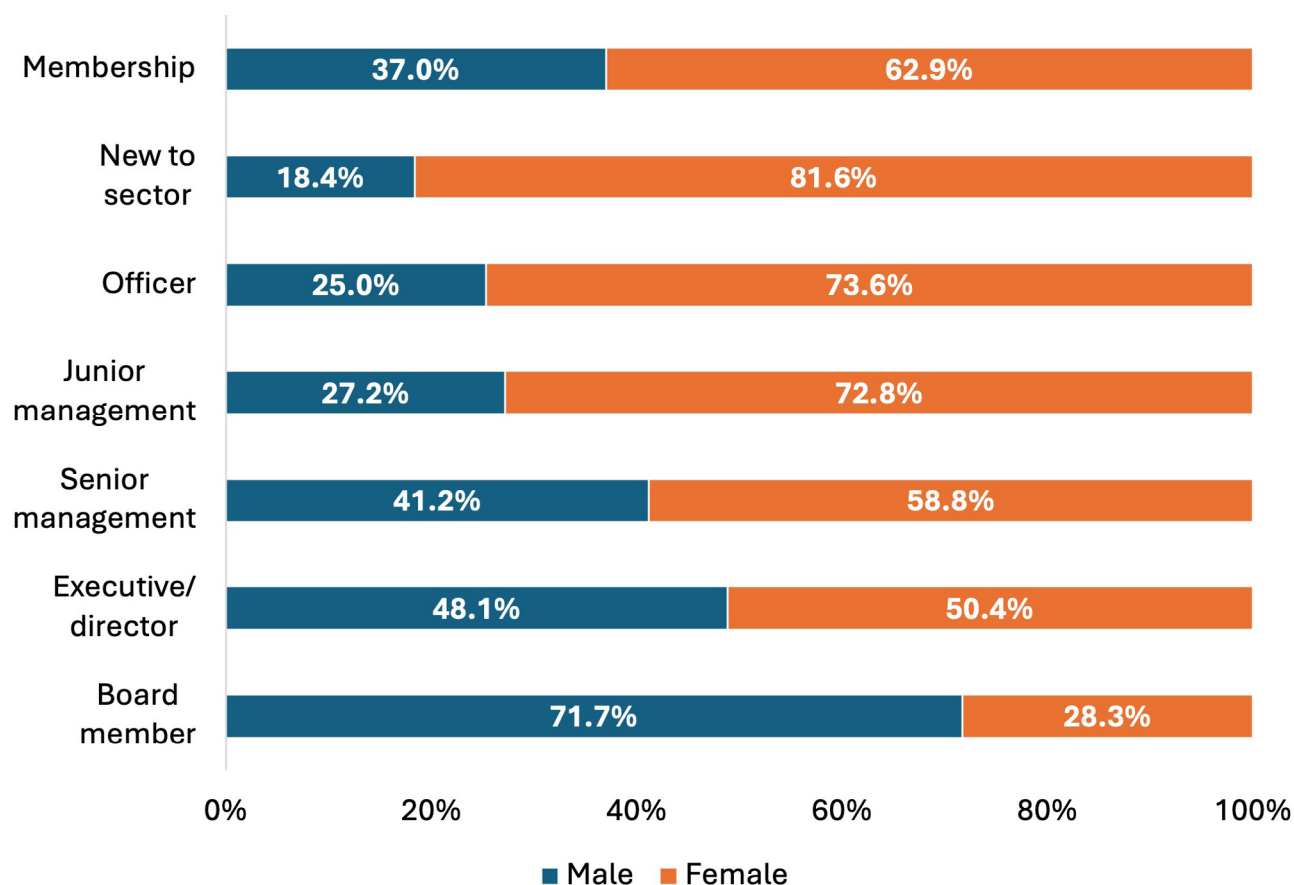
Figure four: Gender



NB: 0.1% of respondents preferred not to answer this question.

We have also analysed the gender balance for role seniority in figure five. This shows that the gender balance is predominately female for roles classed as new to the sector, officer levels and junior management, whereas senior management roles and executive level roles show a more even balance. This suggests good career level progression for both genders to executive level. Although we see a good progression for females up to and including director level, the number of women at board level in our data is much lower than men. This may be indicative of less equality at board level, or may be due to more women at board level having a primary role elsewhere, which would mean their board role not be reflected in our data. This could reflect less retired women staying in board level roles than men.

Figure five: Gender and seniority of current role



Our EDI census also included a question on whether an individual’s gender identity is different to their sex registered at birth. Overall, 0.6% of respondents stated their current gender identity is different to their sex registered at birth, with 0.5% of respondents preferring not to answer. The proportion identified in the Census 2021 for England and Wales was 0.5%⁶ and Scotland’s Census 2022 was 0.4%⁷. Northern Ireland⁸ and Ireland did not include a question on gender identity in their latest censuses⁹.

Sexual orientation

The 2021 Census in England, Northern Ireland and Wales included a new question on sexual orientation. The Scottish Census 2022 also included this question. The Ireland Census did not include a question on sexual orientation.

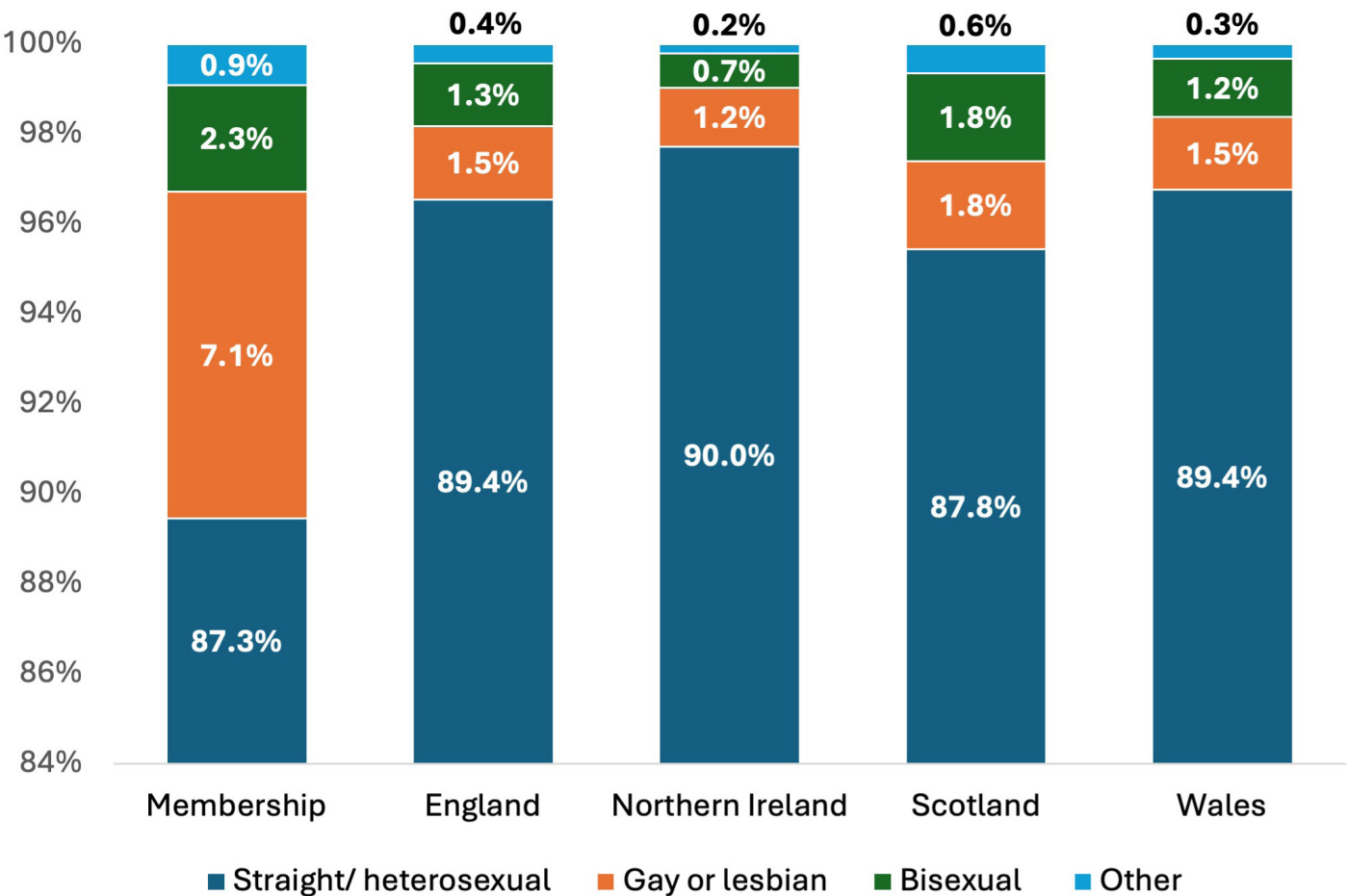
Even though LGBTQ+ includes those individuals who identify as queer, official census data only records straight or heterosexual, gay or lesbian, bisexual and other sexual orientation. We have mirrored this in our analysis.

Our EDI census data in 2026 shows that 10.3% of members are part of the LGBTQ+ community. This is lower than in 2025 when 10.7% of members identified as LGBTQ+. It is also lower than in previous years. In 2023 it was 11.3% and in 2024 it was 15%. Despite this reduction the proportion of members stating they are LGBTQ+ remains higher than in each of the four UK nations:

- England: 3.1%¹⁰
- Northern Ireland: 2.1%¹¹
- Scotland: 4%⁷
- Wales: 3%¹⁰

Figure six provides a full breakdown for our membership alongside national benchmarks.

Figure six: Sexual orientation

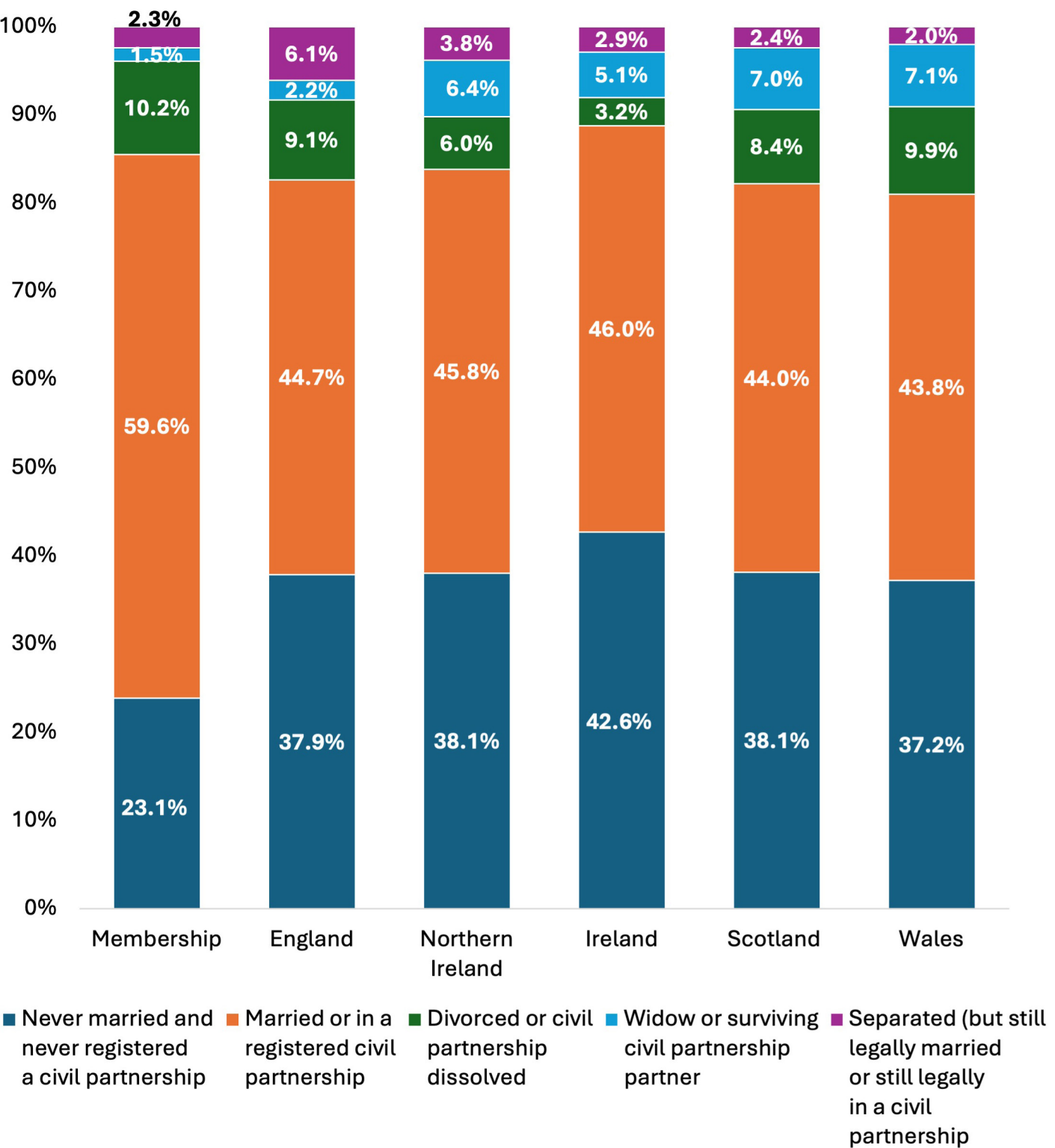


There were also 2.4% of members who preferred not to answer the question on sexual orientation. This is lower than the average 7.8% of the general population that did not answer the question in the Census 2021 and Census 2022.

Marital status

As seen in previous years, the EDI census shows that a higher proportion of our membership is married or in a registered civil partnership than the general population. The proportion for our membership is 59.6%, compared with an average of 44.9% across the four UK nations and Ireland^{12 13 14}. Figure seven provides a full breakdown for our membership alongside national benchmarks.

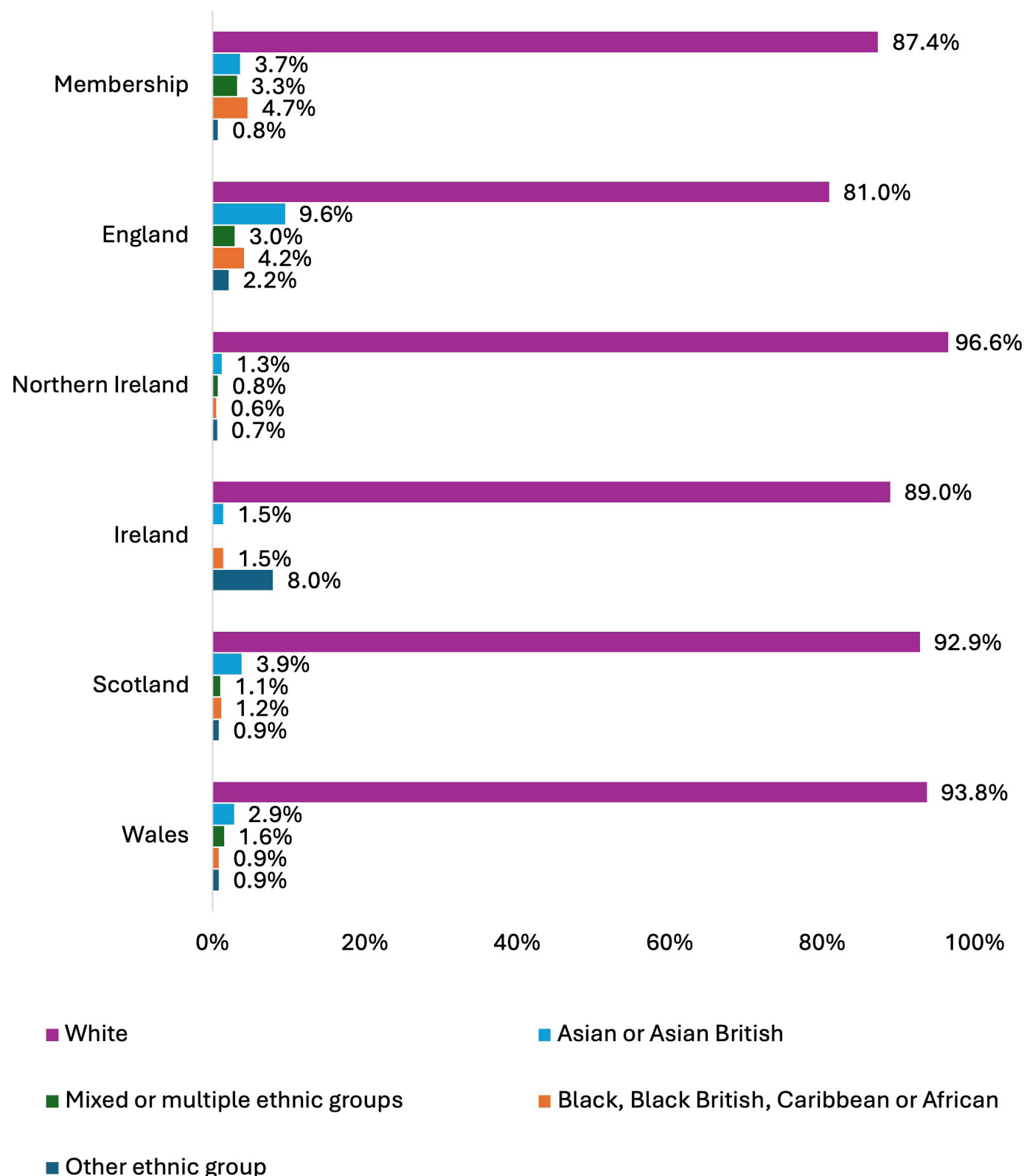
Figure seven: Marital status



Ethnicity

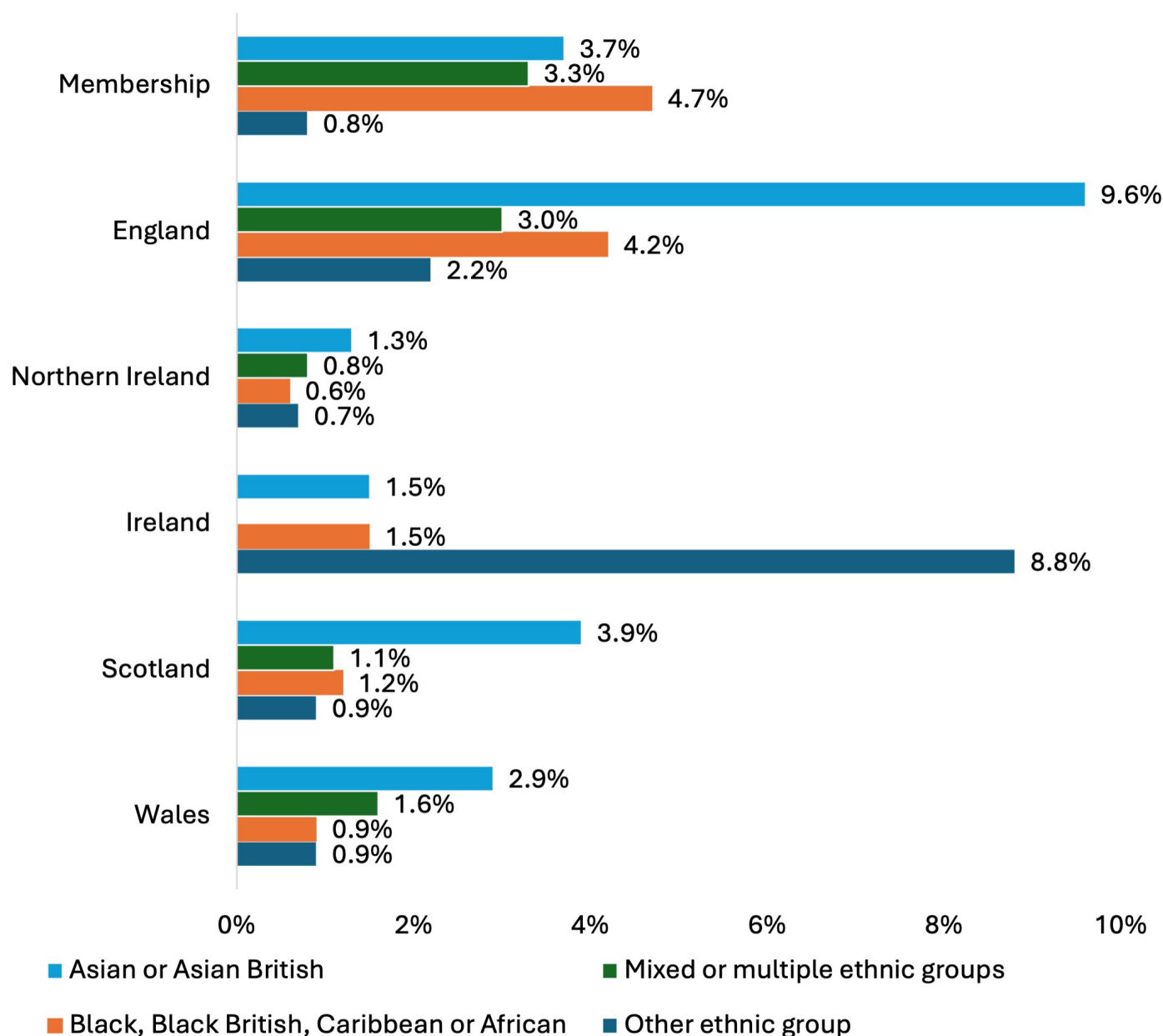
Our 2026 EDI census data shows that 87.4% of our membership has a White ethnic background. This proportion has been consistent over the four years we have been collating this data. Figure eight provides a breakdown of the ethnicity of our membership compared with the census data for the four UK nations and Ireland^{15 16 17 18}. The census in Ireland records mixed ethnic groups in the 'Other' ethnic group category, resulting in a larger 'Other' ethnicity group.

Figure eight: Ethnicity (high level groups)



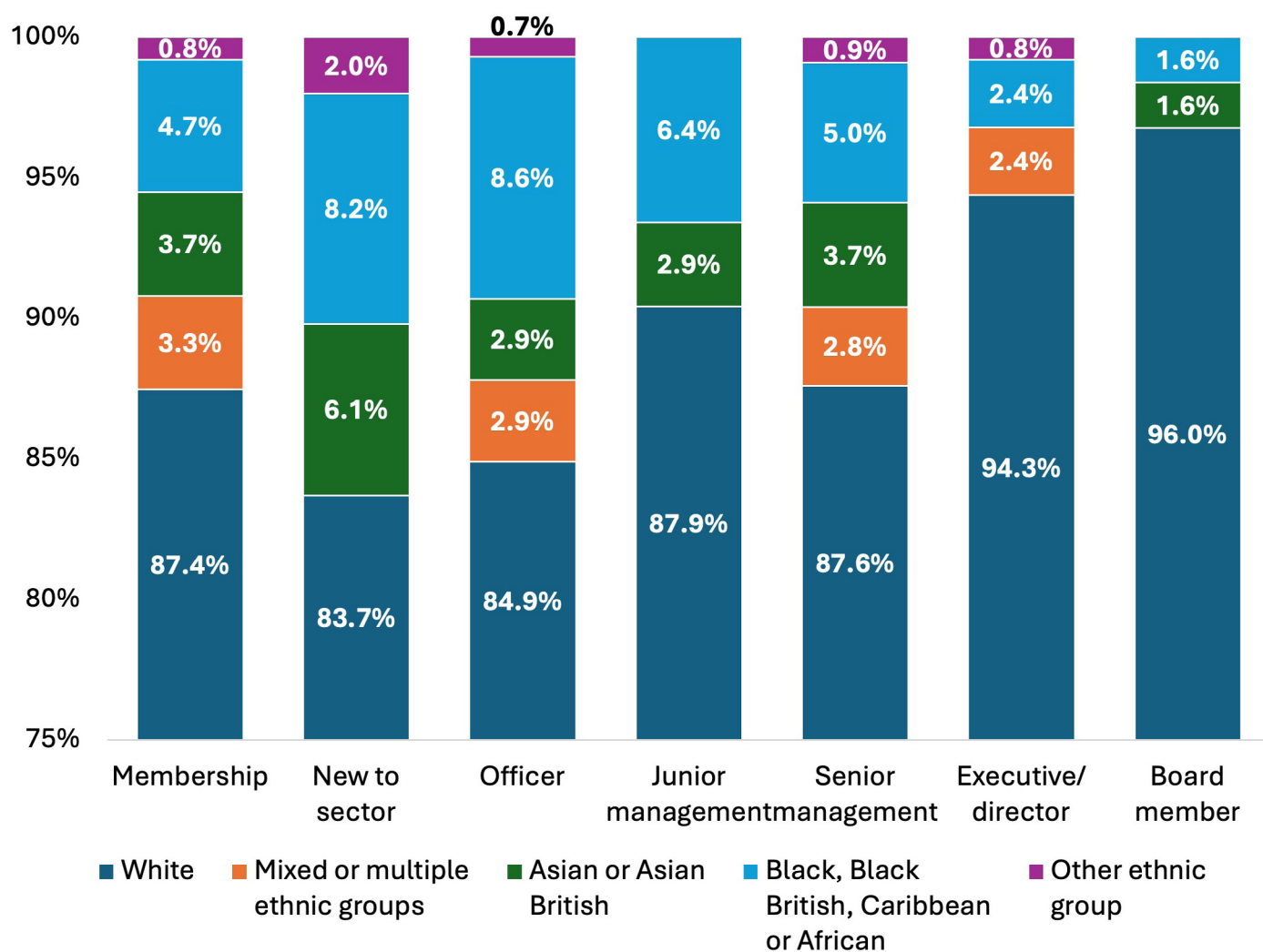
Given the high proportion of individuals with White ethnicity in our EDI census data and national census figures for the four UK nations and Ireland, we have provided data on ethnicity excluding the White ethnic group in figure nine. This shows that, except for those with an Asian or Asian British background in England, our membership tends to mirror the minority ethnic population of the four UK nations and Ireland^{15 16 17 18}.

Figure nine: Ethnicity (high level groups excluding White)



Our 2026 EDI census also enables us to analyse the ethnicity breakdown for different levels of seniority within a housing organisation. While we have provided the breakdown for different levels of seniority, only 46% of respondents provided details of their current seniority. Figure 10 shows that members who provided seniority information are predominantly from White ethnic backgrounds across all levels of seniority in housing organisations. Representation from minority ethnic backgrounds appears lower across most seniority levels, particularly at more senior levels, although the smaller response base should be considered when interpreting the findings. The data suggests that further work may be needed to understand progression and representation of ethnically diverse members across different levels of seniority in the housing sector.

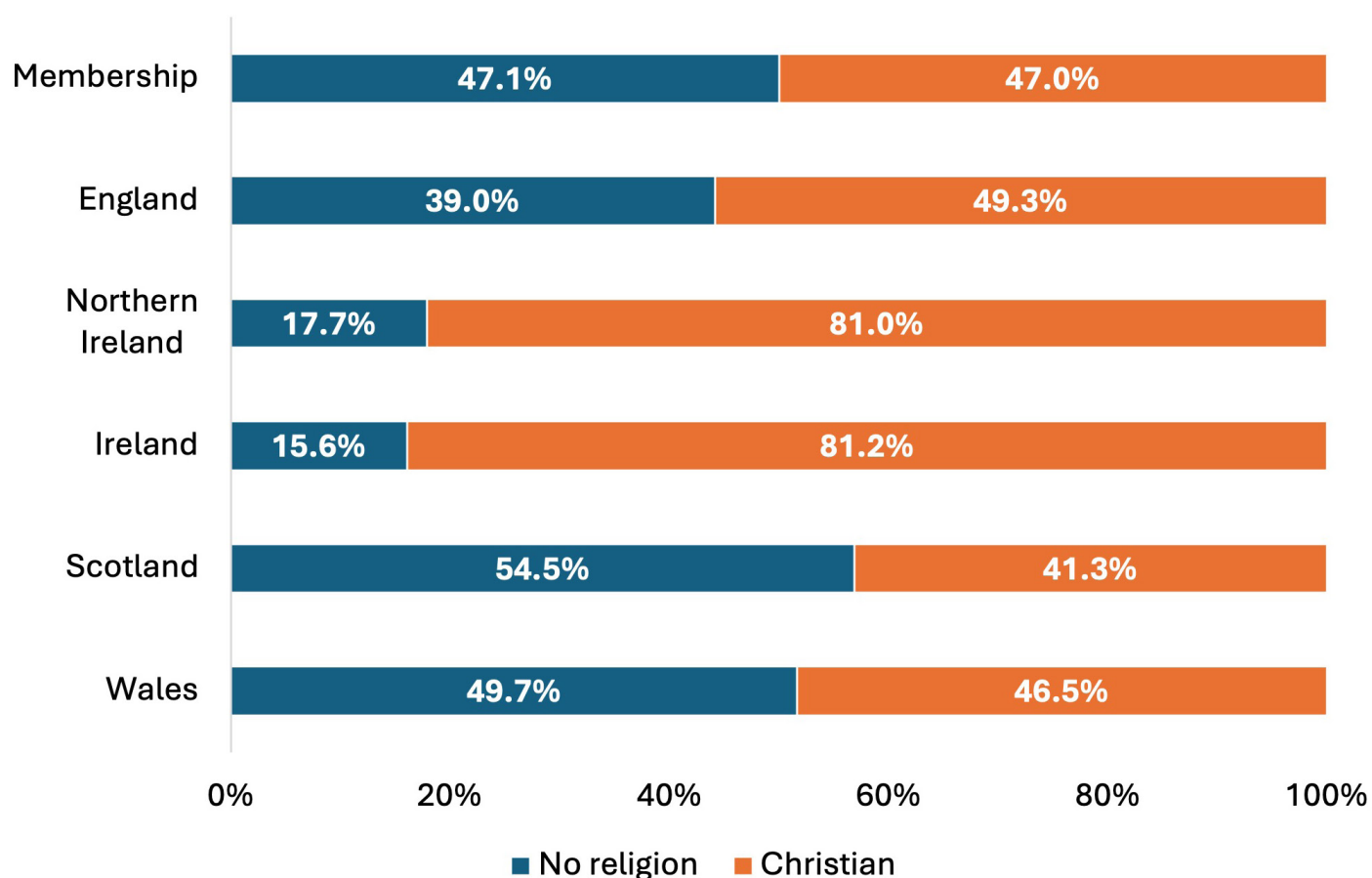
Figure 10: Ethnicity of different levels of seniority



Religion

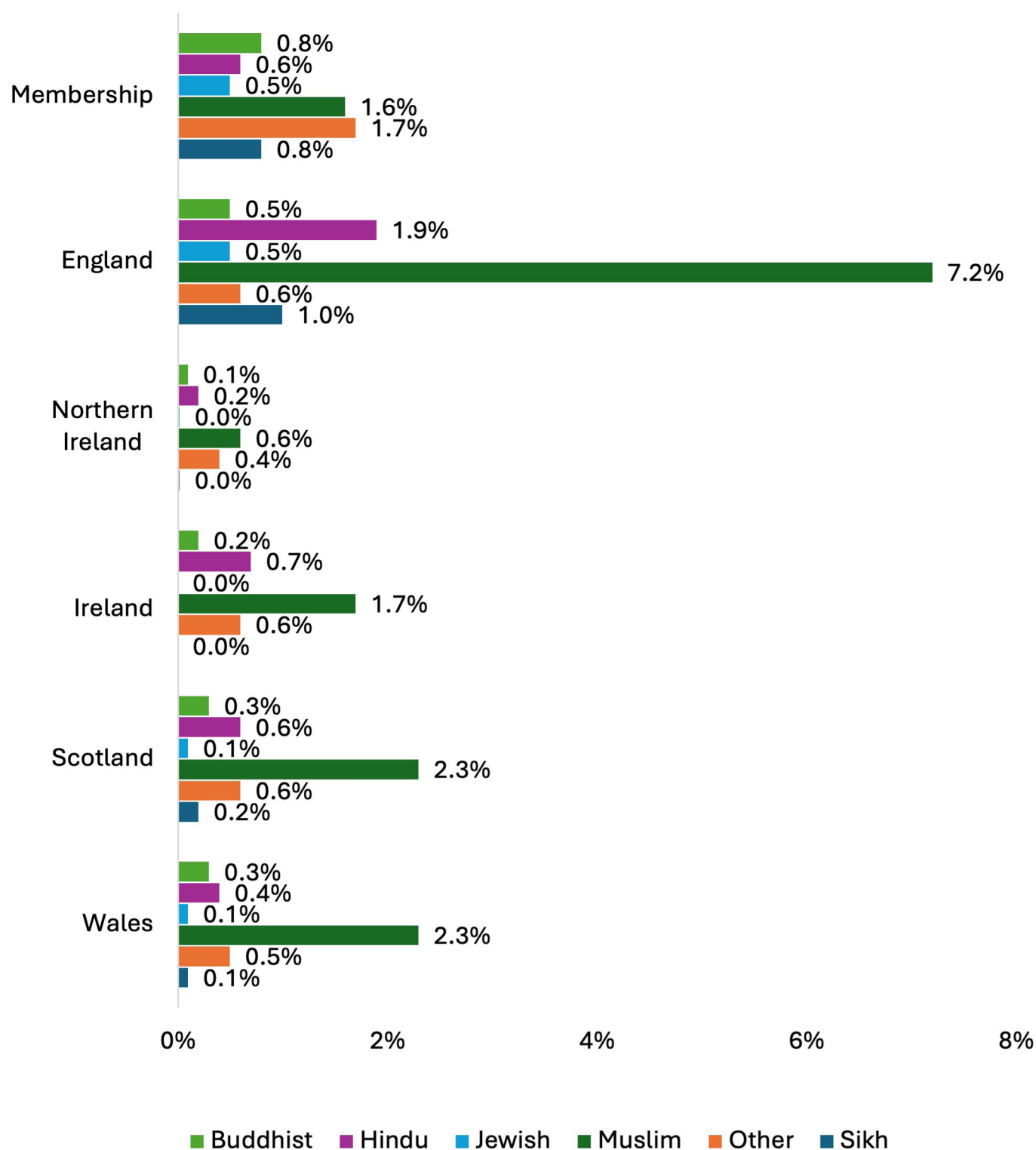
The 2026 EDI census data shows that apart from Scotland and Wales, our membership has a higher proportion of individuals with no religion than the general population^{19 20 21 22}. This mirrors data from the past three census reports. As there are such high numbers for those with no religion and those who state they are Christian, we have presented this data in figure 11, with proportions for minority religions shown in figure 12.

Figure 11: Christianity and no religion



As shown in figure 12, our EDI census data shows that, with the exception of Muslim respondents in England, Scotland and Wales, the proportion of members who practise a minority religion largely mirrors the four UK nations and Ireland.^{19 20 21 22}

Figure 12: Minority religions



Disability

Our EDI census data in 2026 shows the highest percentage of members that identify as disabled since we started to collate the data, now at 21.7%. This broadly aligns with the average percentage of the population across the UK and Ireland who class themselves as having a disability, which stands at 21%^{23 24 25 26}. Figure 13 shows how our membership overall compares with disability representation in the five nation censuses.

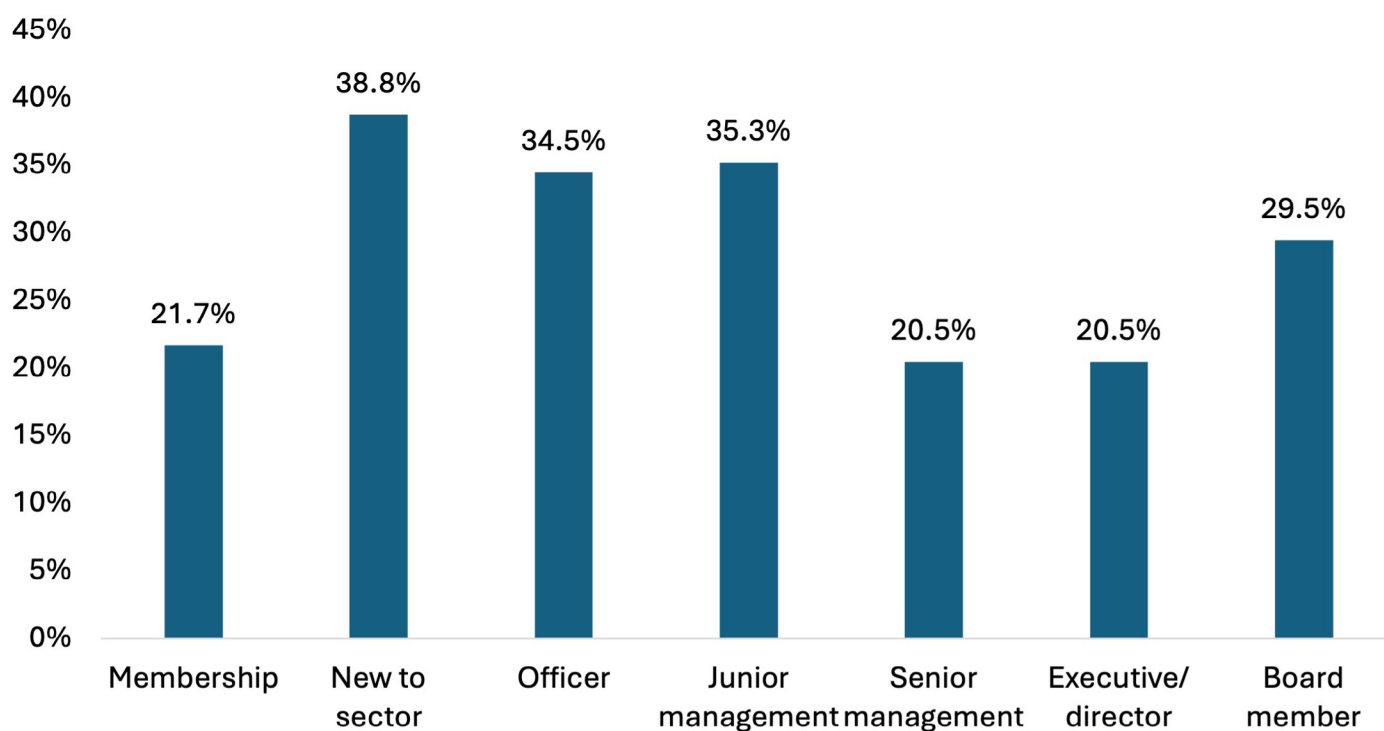
Figure 13: Disability



NB: 2.5% of respondents preferred not to answer this question.

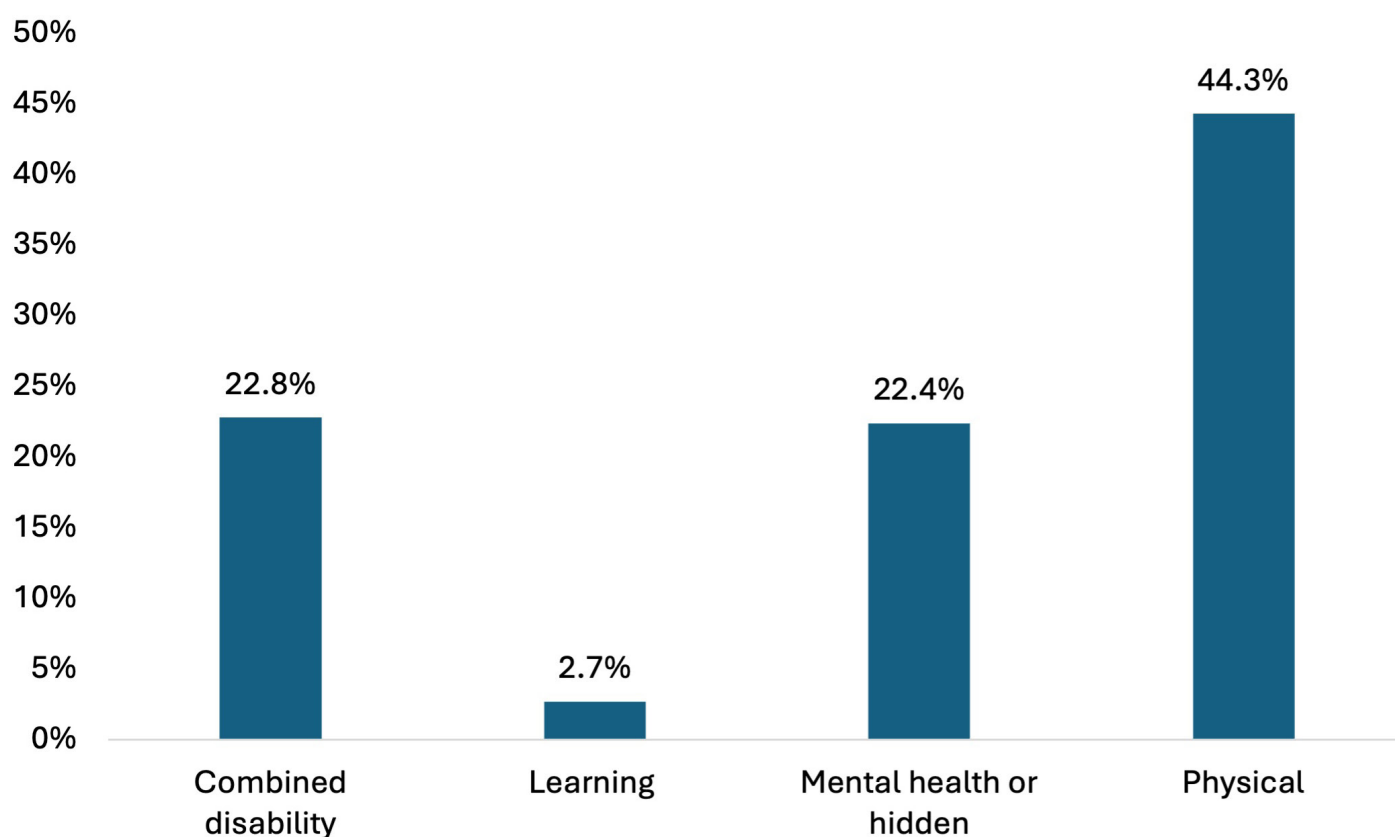
We have also considered the proportion of members at different levels of organisational seniority. As shown in figure 14, disabled members are represented across different levels of seniority in housing organisations. While the overall proportion of members identifying as disabled is broadly in line with the wider population, the breakdown by seniority helps to understand whether disabled members are represented throughout career levels, including management and leadership roles. As only a proportion of respondents provided seniority information, the findings should be interpreted with some caution, but the data provides a useful basis for considering accessibility, progression and inclusion for disabled people across the housing sector.

Figure 14: Disability at different levels of seniority



For the 2026 EDI census we also asked members what type of disability they had. The main type of disability was a physical disability as shown in figure 15.

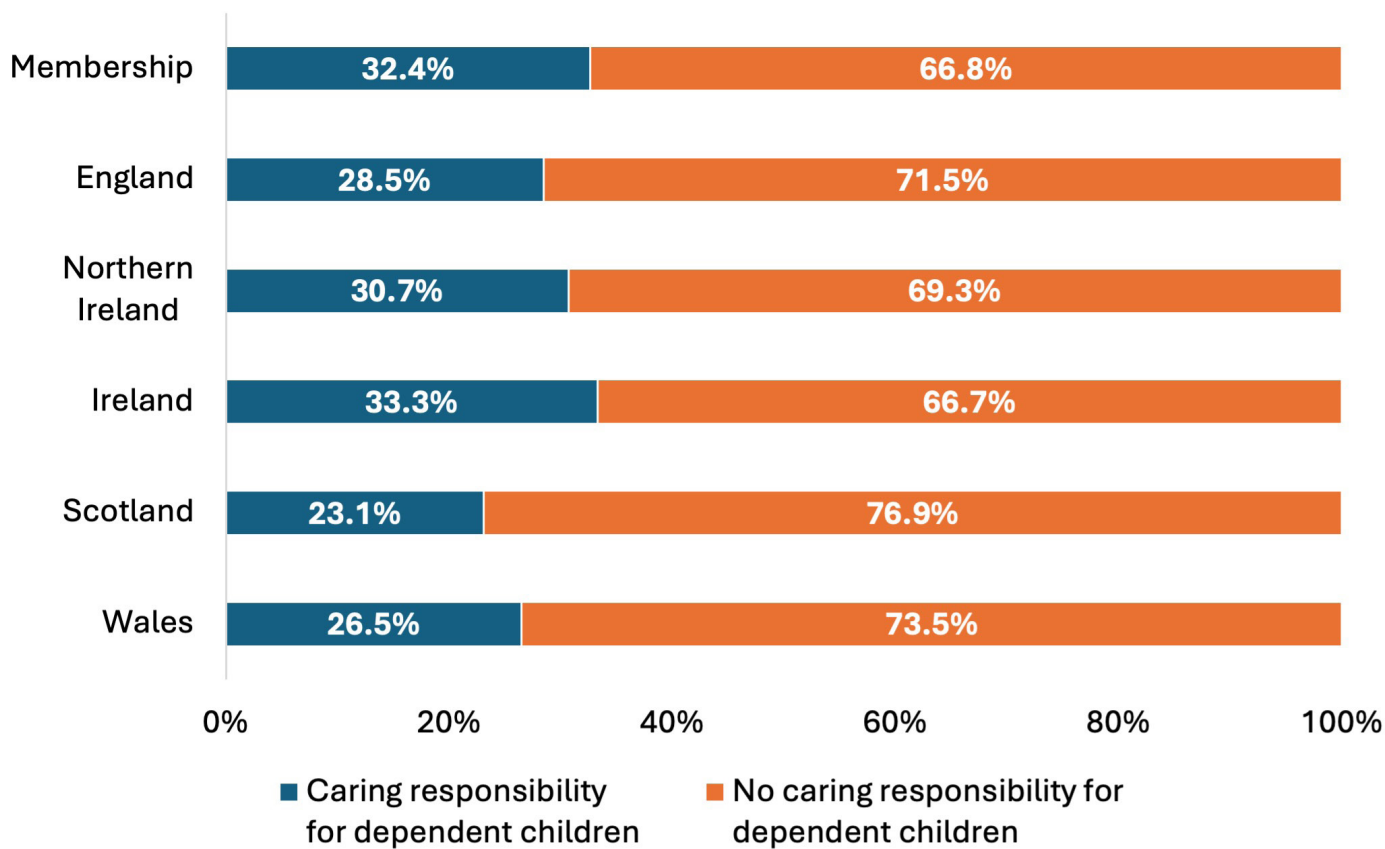
Figure 15: Type of disability



Caring responsibilities for dependent children

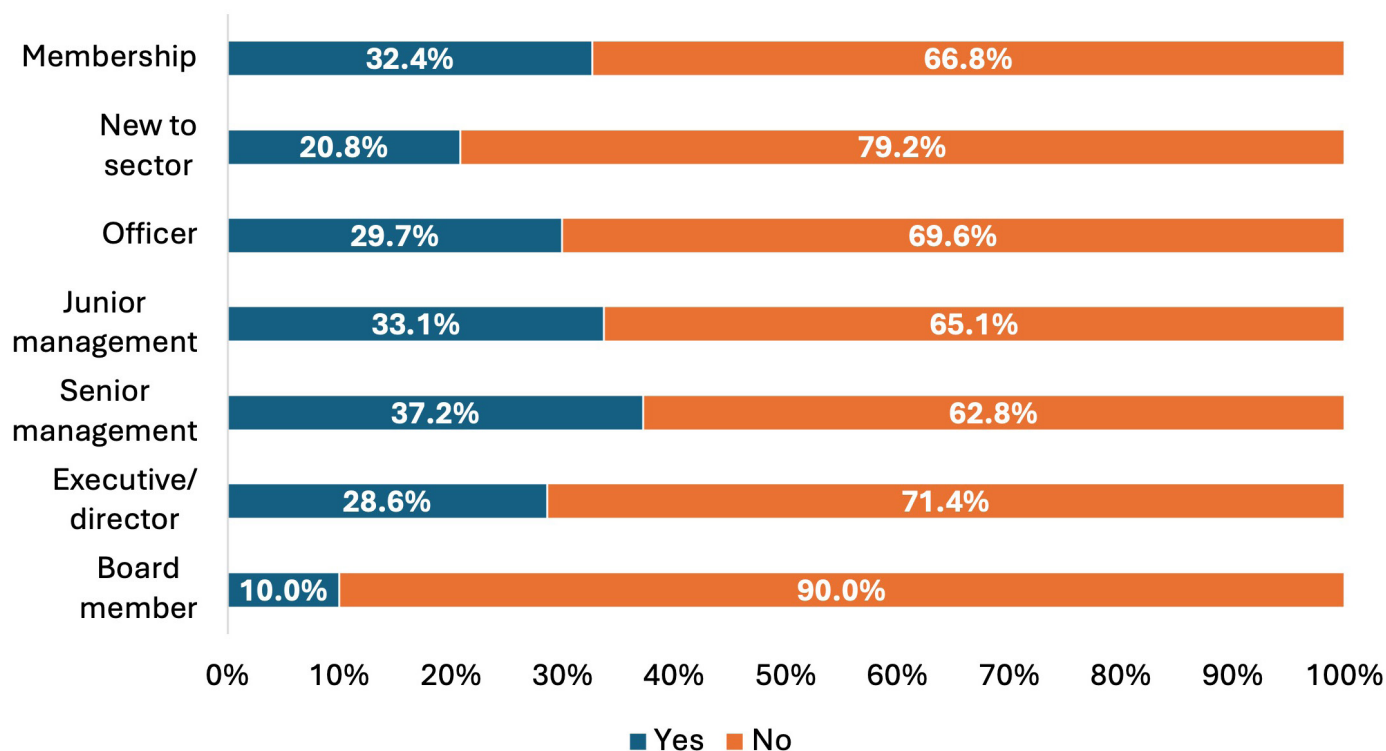
Our 2026 EDI census data shows that 32% of members have caring responsibilities for dependent children, up from 31% in 2024 and 2025, and 22.5% in 2023. The proportion of members with caring responsibilities for a child is higher than the 28.4% average seen for the four UK nations and Ireland^{27 28 29 30}. A full breakdown is provided in figure 16.

Figure 16: Caring responsibilities for dependent children



In figure 17, we have also broken down the data on caring responsibilities for children by the seniority level of members' current roles within the housing sector. This shows that, apart from those new to the sector, caring responsibilities at every career stage mirror the proportion seen in our membership. Caution should be used due to the small sample size.

Figure 17: Caring responsibility for children at seniority level

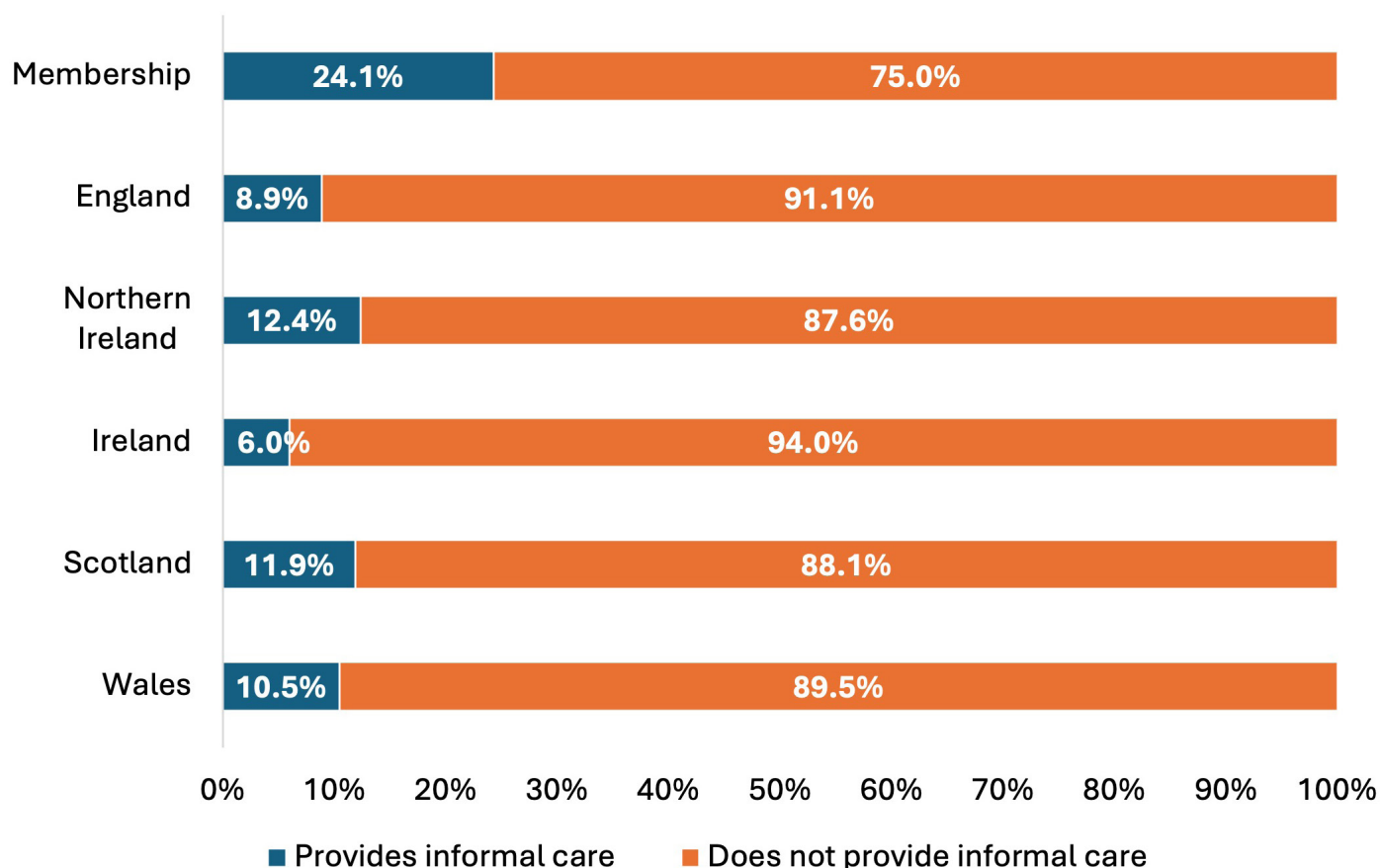


Other caring responsibilities

As part of the 2026 EDI census, our members were asked if they looked after or gave support to an individual aged over 18. These individuals are often referred to as unpaid carers. In 2023, the proportion of members with caring responsibilities was 23.2%; in 2024 it was 35.1%; for 2025, the proportion was 25.5%, a 10% reduction from 2024; and in 2026, the proportion is 24.1%.

Based on current census data, the average proportion of the four UK nations and Ireland providing informal care is 9.4%^{31 32 33 34}. There is a nearly three times higher proportion of our membership providing informal care than the general population. A full breakdown is provided in figure 18.

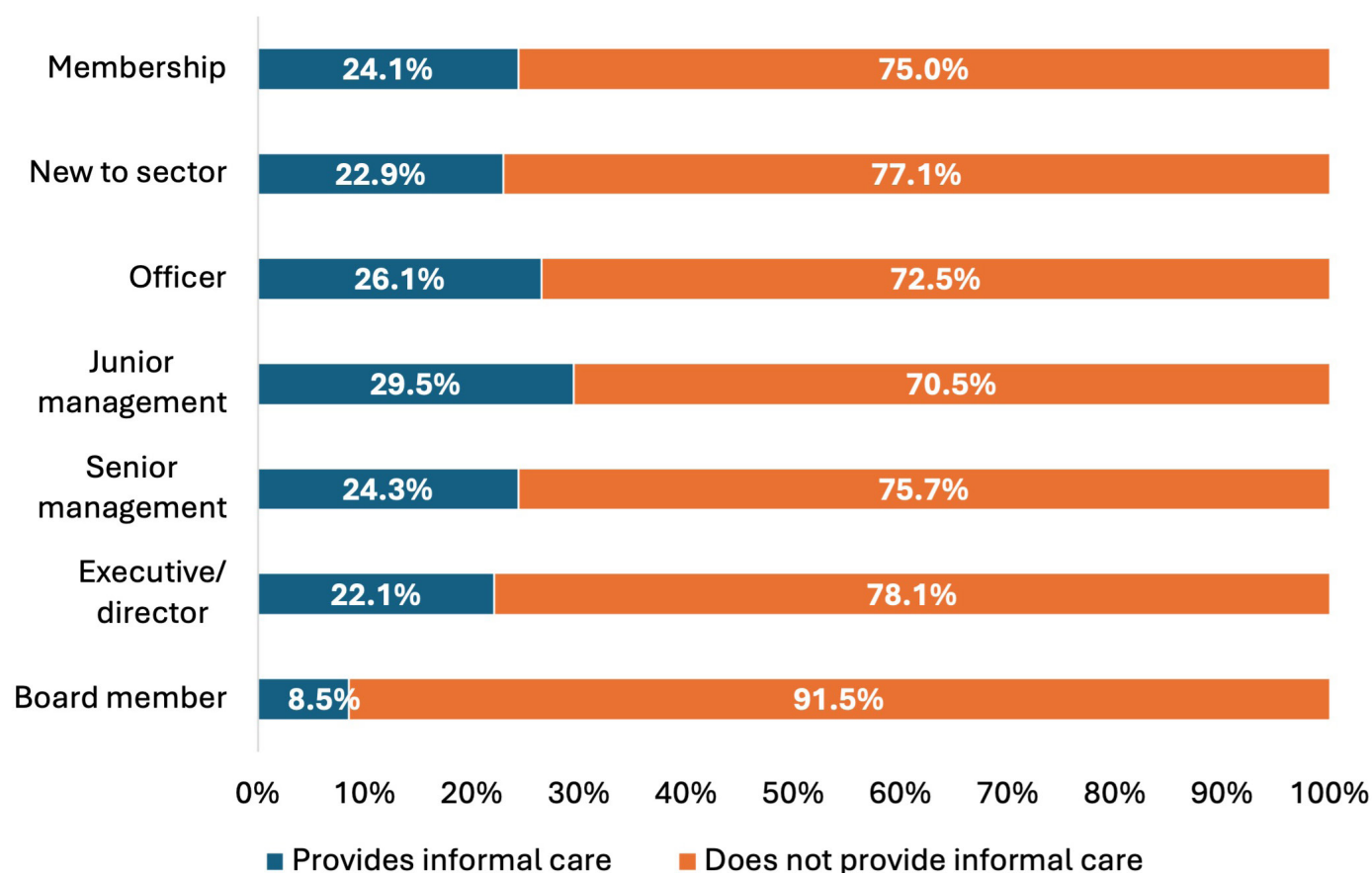
Figure 18: Informal care



Given that 24.1% of members provide informal care, compared with a much lower wider-population average of 9.4%, caring responsibilities are a significant consideration for the housing sector workforce. Figure 19 shows us that informal caring responsibilities are present across organisational seniority levels, suggesting that unpaid care is not limited to one stage of a housing career.

The findings should be interpreted with caution, as a smaller subset of respondents provided seniority information, resulting in a smaller sample size than for the overall informal care dataset.

Figure 19: Informal care by seniority of role



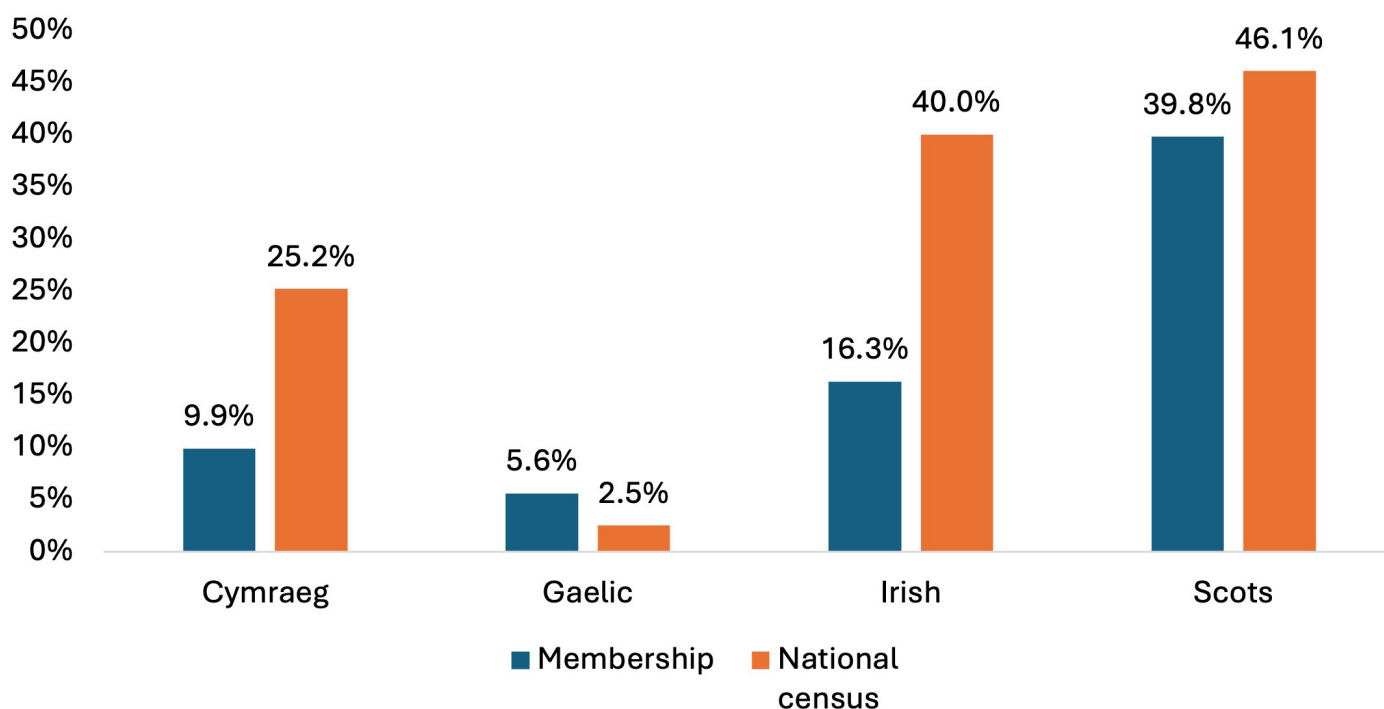
Language

As part of the EDI census, we ask members whether they understand, speak, read or write in one of the following minority languages:

- Gaelic
- Irish
- Scots
- Welsh.

In figure 20, we have broken down the proportion of our membership that can understand, read, or write one of the minority languages compared with the relevant census data for the four UK nations and Ireland^{35 36 37 38}. This shows that, apart from Gaelic, the proportion of our membership speaking a minority language is lower than the proportions seen in the general population, although it is only slightly lower for Scots.

Figure 20: Minority language



We also ask our members if they speak any other language. Some of the additional languages spoken were Punjabi, Urdu, British Sign Language, Italian, Spanish and French.

Socio-economic background

There are three questions in the EDI census that help us understand the socio-economic background of our membership: parental occupation at age 14, independent school attendance, and free school meal eligibility. Where comparable data is available, we have analysed the findings by country and compared them with population or national benchmark data for the four UK nations and Ireland.

For 2026, we have also looked at socio-economic background by seniority of current role within the housing sector. This allows us to consider not only who is represented within CIH membership, but also whether socio-economic background may influence progression into more senior roles.

Socio-economic background: Parental occupation at age 14

The Social Mobility Commission splits parental occupation at age 14 into three categories:

- Professional - modern and traditional professional occupations, including senior and junior managers and administrators
- Intermediate - clerical and intermediate occupations, including small business owners
- Working class - technical and craft occupations, long-term unemployed, routine, semi-routine, manual and service occupations.

The Social Mobility Commission has also provided national benchmarks for employers³⁹. These show the proportion of each socio-economic background category found in the working population and provide a useful comparison for understanding how the socio-economic background of CIH members compared with the wider workforce.

Figure 21: National benchmarks for parental occupation at age 14

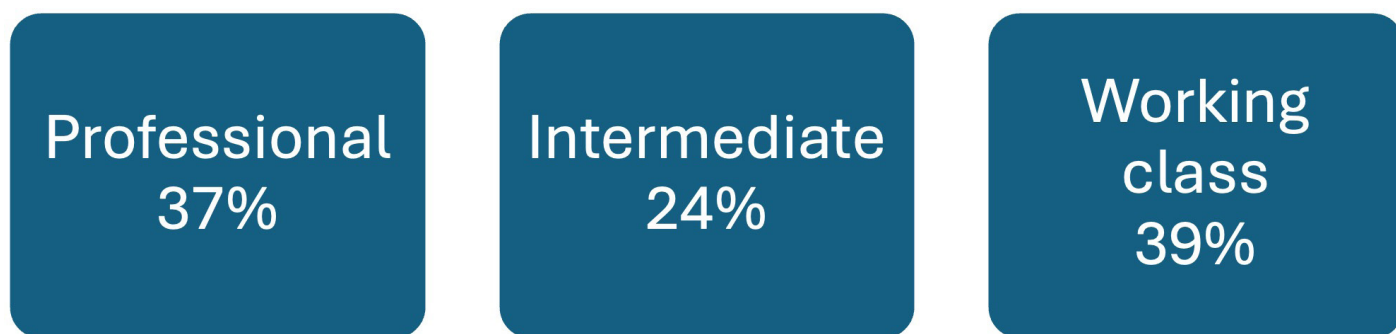


Figure 22 compares members' socio-economic backgrounds, measured by parental occupation at age 14, with national benchmarks. The data varies by nation and does not consistently mirror the benchmark. The clearest finding is that professional parental occupations are overrepresented in most nations, with the exception of Northern Ireland. This suggests that, in many parts of the membership, members are more likely than the wider working population to have come from comparatively advantaged socio-economic backgrounds.

At the same time, working-class parental backgrounds are above the national benchmark in most nations, except Ireland. This indicates that CIH membership includes a meaningful proportion of members from working-class backgrounds, so the overall picture is more mixed than the professional-background overrepresentation alone would suggest.

The most consistent finding is that intermediate parental occupations are significantly below the national benchmark across all four UK nations and Ireland. This suggests that members' socio-economic backgrounds may be more concentrated between professional and working-class backgrounds, with fewer members coming from intermediate backgrounds.

Overall, figure 22 suggests that CIH membership includes a spread of socio-economic backgrounds, but that the distribution is uneven. The findings point to the need to understand how socio-economic background may shape access to housing careers, professional membership and progression across the sector.



Figure 22: Parental occupation at age 14

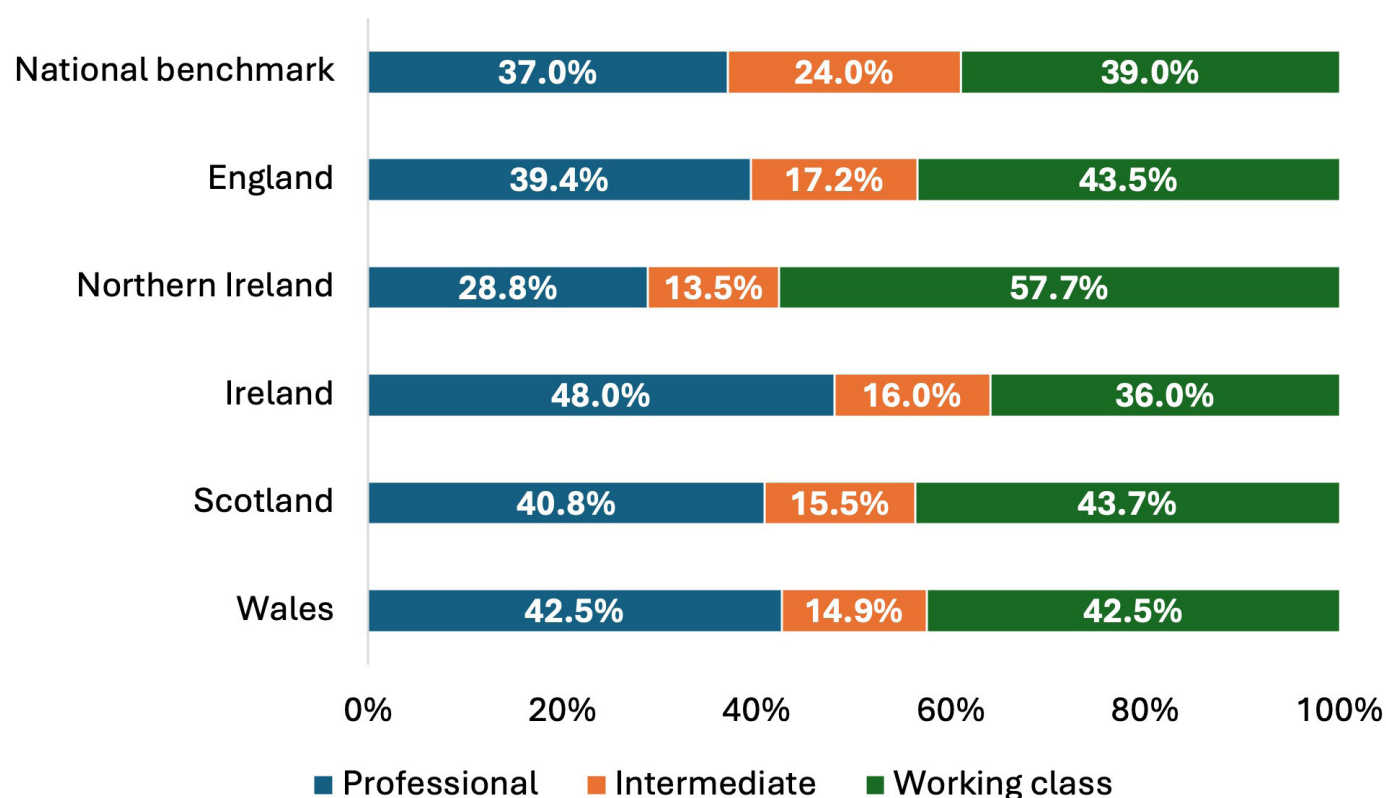
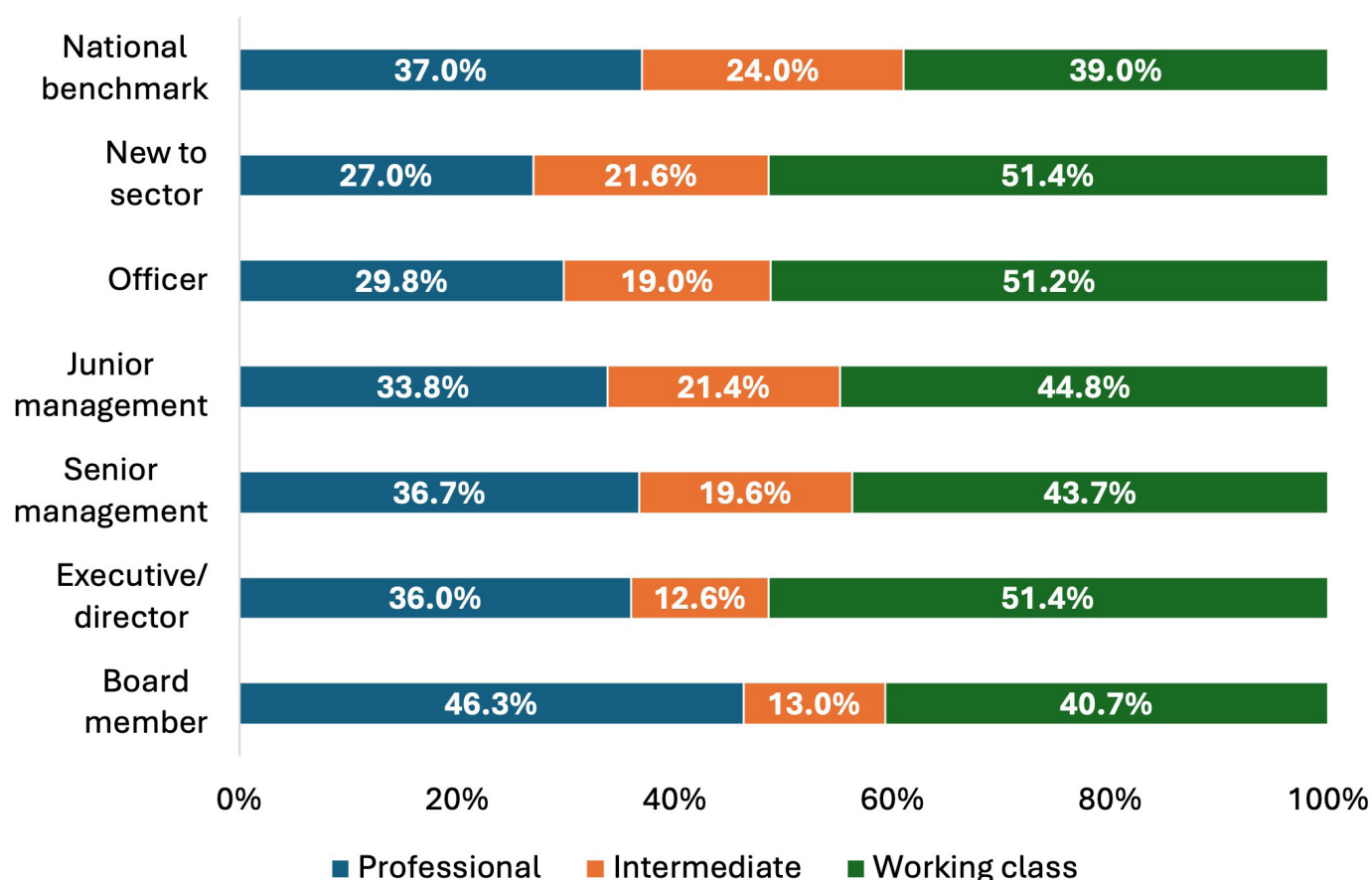


Figure 23 builds on this by showing how parental occupation at age 14 is reflected across different levels of seniority in housing organisations. Members from working-class backgrounds are represented at every level of seniority and, in each category, the proportion is higher than the national benchmark. This is positive, as it indicates that members from less advantaged socio-economic backgrounds are present across the housing career pathway, including in management and leadership roles.

However, professional parental backgrounds appear to become more common at higher levels of seniority. This may suggest that socio-economic background continues to influence progression, with members from more advantaged backgrounds more likely to be represented in senior and executive roles. Members who are new to the sector or in junior roles appear more likely to come from working-class backgrounds, which could indicate greater socio-economic diversity entering the sector. It will be important to understand whether this diversity is sustained as people progress.

The continued underrepresentation of intermediate backgrounds across all seniority levels mirrors the findings in figure 22. As only a proportion of respondents provided information on their current seniority, the findings should be treated with caution. Even so, the data highlights the importance of considering socio-economic background alongside other EDI characteristics when looking at access, progression and leadership development across the housing sector.

Figure 23: Parental occupation at age 14 by seniority of role



Socio-economic background: Independent school attendance

Independent school attendance provides a further indicator of socio-economic background, as it can be associated with access to greater financial, educational and social resources. For this question, 0.5% of respondents to the 2026 EDI census stated that they preferred not to answer.

Figure 24 shows that, in most nations, members are more likely to have attended an independent school than the general population. However, geographical differences in education terminology must be considered when interpreting these findings. In Northern Ireland, where independent fee-paying education accounts for less than 1% of the wider school population, the 12.7% figure likely reflects respondent misclassification of 'voluntary grammar' or 'voluntary maintained' schools, which are state funded but operate under independent governance structures.

The data otherwise suggests that members from more advantaged educational backgrounds may be overrepresented in some parts of the membership, although this pattern is not consistent across all nations.

Ireland and Scotland show a different pattern, which highlights the importance of interpreting socio-economic background by geography rather than as a single area picture. Taken alongside the parental occupation data, figure 24 indicates that CIH membership includes people from a range of socio-economic backgrounds, but that socio-economic advantage may still be reflected in parts of the membership profile.

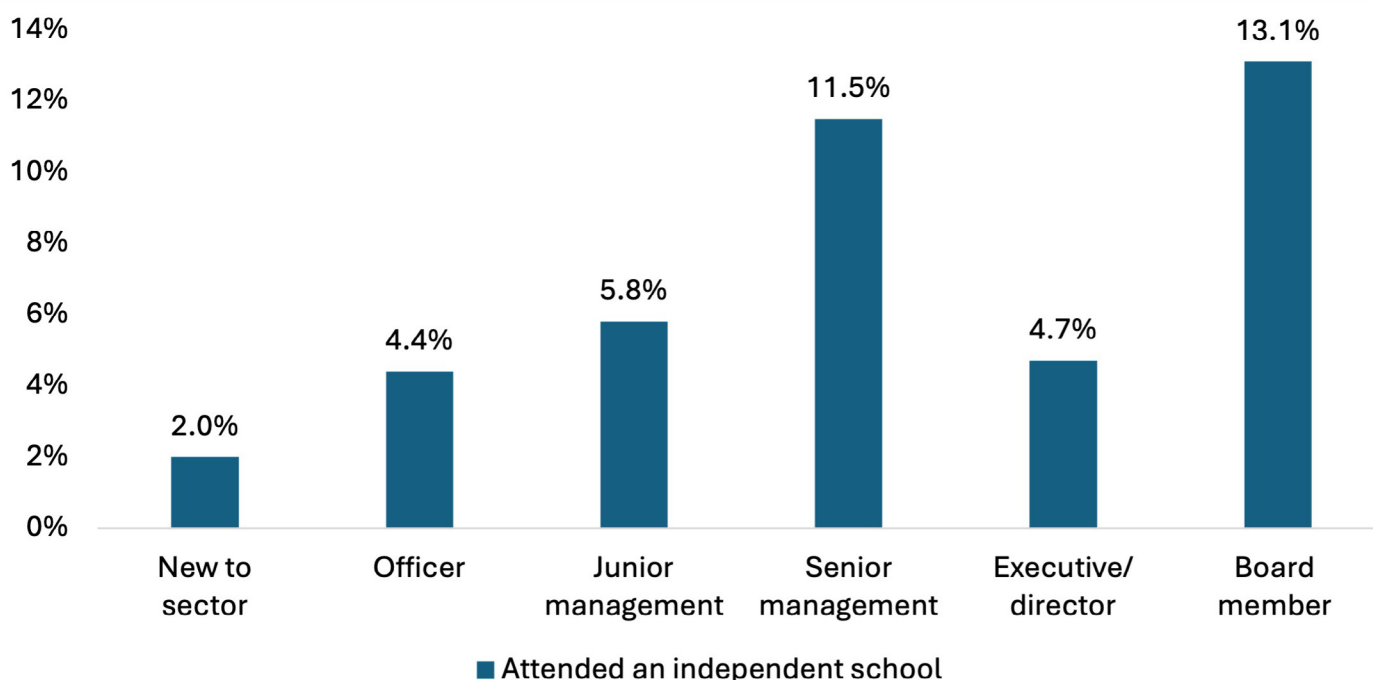
Figure 24: Independent school attendance



Figure 25 looks at independent school attendance by seniority of role within housing organisations. This helps to show whether members from more advantaged educational backgrounds are concentrated at particular career levels, or whether they are represented more evenly across the housing career pathway.

The findings should be interpreted alongside the parental occupation data, as both measures point to the importance of understanding how socio-economic background may shape access and progression in the sector. If independent school attendance is more common in senior or executive roles, this could suggest that socio-economic advantage continues to influence progression into leadership. However, as only a proportion of respondents provided seniority information, caution should be used when drawing firm conclusions.

Figure 25: Independent school attendance by seniority of role



Socio-economic background: Free school meal eligibility

Free school meal eligibility is also used as a UK measure of socio-economic disadvantage. However, several UK nations are now rolling out free school meals as a universal benefit, which may affect how useful this indicator is in future. As these changes are relatively recent, we have continued to use free school meal eligibility as one measure for analysing the socio-economic background of our members.

Given Ireland's historical 'packed lunch culture', and because meals were scarce, cold or awarded at the school level rather than through individual household means tests, asking Irish respondents if they received free school meals does not capture individual childhood socio-economic background in the same way.

The current UK benchmark provided by the Social Mobility Commission is 15%. Figure 26 shows that free school meal eligibility is higher among members than the benchmark in most nations. This suggests that CIH membership includes a notable proportion of members who experienced socio-economic disadvantage during childhood. This adds nuance to the wider socio-economic picture: while earlier indicators show some overrepresentation of professional parental backgrounds and independent school attendance, the free school meals data shows that members from less advantaged backgrounds are also present within the membership.

The fact that Wales and Scotland sit only slightly above the benchmark shows that the pattern is not consistent across all nations.

Figure 26: Free school meal eligibility

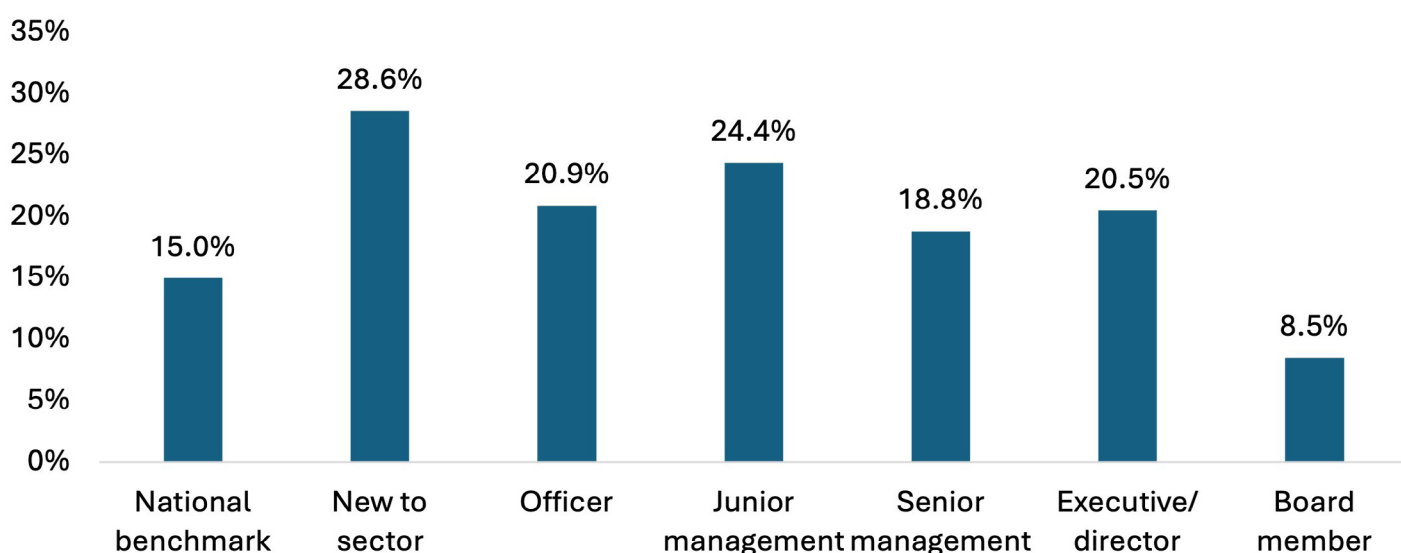


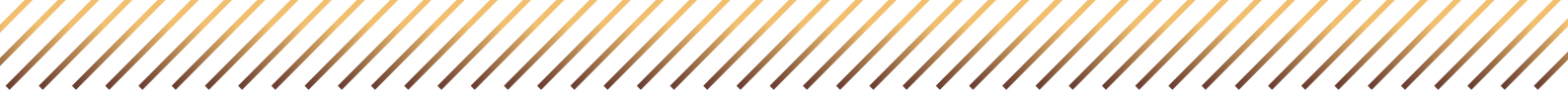
Figure 27 considers free school meal eligibility by seniority of current role within housing organisations. This provides an additional way to understand whether members who experienced socio-economic disadvantage during childhood are represented across different career levels. The data should be viewed alongside the parental occupation and independent school attendance findings, as free school meal eligibility captures a different aspect of socio-economic background and helps build a fuller picture of access and progression within the sector.

If members who received free school meals are represented across all levels of seniority, this would suggest that people from less advantaged backgrounds are progressing into a range of roles, including management and leadership. If eligibility is lower at more senior levels, it may indicate that socio-economic disadvantage continues to affect progression over time.

As only a proportion of respondents provided seniority information, the findings should be interpreted with caution. However, figure 27 reinforces the importance of monitoring socio-economic background throughout the housing career pathway, rather than only at the point of entry into the sector.

Figure 27: Free school meal eligibility by seniority of role





Conclusion

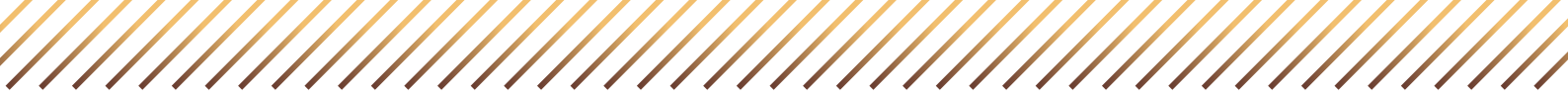
Over the past four years, CIH has invested in developing a richer understanding of our membership and how well it reflects the communities that housing professionals serve. The quality and breadth of the data we now collect provides valuable insights into representation across the profession and enable us to identify both areas of progress and areas where further attention is needed. While response rates have improved, including a modest increase among members in Scotland, participation outside England remains comparatively low. This limits our ability to draw robust conclusions across all nations and regions. Over the next 12 months, we will focus on increasing engagement in Scotland, Wales, Northern Ireland and Ireland so that our future analysis provides a more comprehensive picture of the housing profession across these areas.

The data suggests that the housing profession has strengths in attracting and retaining people from some underrepresented groups. Our membership includes a higher proportion of people who identify as LGBTQ+ than is seen in the wider population, and overall ethnic diversity is strong. We also see a strong percentage of members who are also unpaid carers; these findings are encouraging and suggest that housing continues to appeal to a broad range of people who are motivated by social purpose and community impact.

However, the data also highlights important gaps in representation. Members from Asian and Asian British backgrounds are underrepresented compared with the wider population, while fewer members identify as disabled or speak a minority language than would be expected based on the communities many housing professionals serve. These findings matter because a profession that reflects the diversity of the communities it works alongside is better positioned to understand different experiences, challenge inequalities and design inclusive services. The data therefore provides not only a snapshot of who we are today, but also a call to action about where greater progress is needed.

As the professional body for housing, CIH has a critical role to play in supporting both individuals and organisations to create more inclusive workplaces and services. We recognise that advancing equality, diversity and inclusion is not a standalone initiative but a long-term commitment that must be embedded across professional standards, leadership, learning and practice. Through our EDI framework, our work to improve accessibility at conferences and events, and the operation of a dedicated EDI Board, we are strengthening the structures that enable us to lead this agenda with greater focus, accountability and impact.

Looking ahead, we will continue to work closely with our EDI Board, members and sector partners to turn insight into action. We will further refine our data collection and assessment processes to improve accuracy, deepen our understanding of representation within the profession, and identify where targeted interventions may be needed. Most importantly, we will use this evidence to inform our priorities and ensure EDI remains central to our work. By doing so, we aim not only to support a more diverse and inclusive profession, but also to help create a housing sector that is better equipped to respond to the needs of the communities it serves.



Appendix 1: EDI census questions

1. Level of seniority?

- a. Board level
- b. Executive/c-suite
- c. Senior manager/head of department
- d. Junior manager/team lead
- e. Officer/executive
- f. Assistant or new to sector
- g. Not working in the sector

2. How old are you?

- a. 16-24
- b. 25-34
- c. 35-44
- d. 45-54
- e. 55-64
- f. 65+

3. Which one of the following best describes your sex?

- a. Male
- b. Female
- c. Prefer not to say

4. Is the gender you identify with the same as your sex registered at birth?

- a. Yes
- b. No
- c. Prefer not to say

5. If answered (b) to question four, please write in gender identity.

6. Please select your sexual orientation

- a. Straight/heterosexual
- b. Gay or lesbian
- c. Bisexual
- d. All other sexual orientation
- e. Prefer not to say

7. What is your legal marital or same-sex civil partnership status?

- a. Never married and never registered a same-sex civil partnership
 - b. Married or in a registered same-sex civil partnership
 - c. Separated, but still legally married or in a same-sex civil partnership
 - d. Divorced or dissolved same-sex civil partnership
 - e. Widowed or surviving same-sex civil partner
 - f. Prefer not to say
- 

8. To which of these ethnic groups do you feel you belong?

- a. Asian or Asian British
- b. Black, Black British, Caribbean or African
- c. Mixed or multiple ethnic groups
- d. White
- e. Other ethnic group

9. If answered (a) to question eight, what is your ethnicity?

- a. Indian
- b. Pakistani
- c. Bangladeshi
- d. Chinese
- e. Any other Asian background

10. If answered (b) to question eight, what is your ethnicity?

- a. Caribbean
- b. African background
- c. Any other Black, Black British or Caribbean background

11. If answered (c) to question eight, what is your ethnicity?

- a. Black or White Caribbean
- b. Black or White African
- c. Black or Asian
- d. Any other mixed or multiple background

12. If answered (d) to question eight, what is your ethnicity?

- a. English, Welsh, Scottish, Northern Irish or British
- b. Irish
- c. Gypsy or Irish Traveller
- d. Roma
- e. Any other White background

13. If answered (e) to question eight, what is your ethnicity?

- a. Arab
- b. Any other ethnic group

14. What is your religion?

- a. Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- b. Buddhist
- c. Hindu
- d. Jewish
- e. Muslim
- f. Sikh
- g. Any other religion

15. Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?

- a. Yes
- b. No
- c. Prefer not to say

16. If answered (a) to question 15, do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?

- a. Yes, a lot
- b. Yes, a little
- c. Not at all
- d. Prefer not to say

17. If answered (a) to question 15, do you consider your disability to be physical, mental health/hidden, learning or a combination?

- a. Physical
- b. Mental health/hidden
- c. Learning
- d. Combined disabilities
- e. Prefer not to say

18. Do you have children under the age of 18 years in full-time education who live with you at least part of the time?

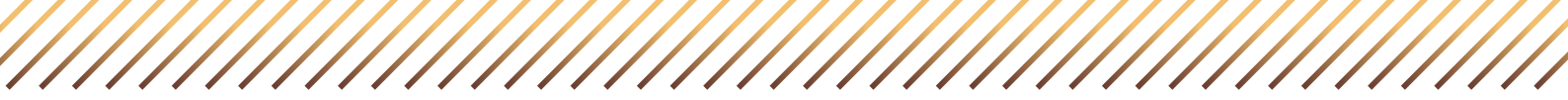
- a. Yes
- b. No
- c. Prefer not to say

19. Do you look after, or give any help or physical support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?

- a. Yes
- b. No
- c. Prefer not to say

20. What is your preferred first language?

- a. English
- b. Scots
- c. Gaelic
- d. Cymraeg
- e. Irish
- f. Polish
- g. Romanian
- h. Punjabi
- i. Urdu
- j. Portuguese
- k. Other



21. If answered (k) to question 20, please write in your preferred first language.

22. Can you understand, speak, read or write this language?

- a. Scots
- b. Gaelic
- c. Cymraeg
- d. Irish
- e. Other

23. If you answered (a) to question 22, what level of fluency are you in Scots?

- a. Understand
- b. Speak
- c. Read
- d. Write
- e. None
- f. Prefer not to say

24. If you answered (b) to question 22, what level of fluency are you in Gaelic?

- a. Understand
- b. Speak
- c. Read
- d. Write
- e. None
- f. Prefer not to say

25. If you answered (c) to question 22, what level of fluency are you in Cymraeg?

- a. Understand
- b. Speak
- c. Read
- d. Write
- e. None
- f. Prefer not to say

26. If you answered (d) to question 22, what level of fluency are you in Irish?

- a. Understand
- b. Speak
- c. Read
- d. Write
- e. None
- f. Prefer not to say

27. If you answered (e) to question 22, please write in which language.



28. If you answered (e) to question 22, what level of fluency are you in this language or languages?

- a. Understand
- b. Speak
- c. Read
- d. Write
- e. None
- f. Prefer not to say

29. What was the occupation of your main household earner when you were aged about 14?

- a. Junior to senior managers or administrators
- b. Clerical and intermediate occupation
- c. Technical and craft occupations
- d. Routine, manual and service occupations
- e. Long term unemployed
- f. Small business owner
- g. Other
- h. Prefer not to say

30. What type of school did you attend for the most time between the ages of 11 and 16?

- a. A state run or state funded school
- b. Independent or fee-paying school
- c. Independent or fee-paying school, where I received a bursary covering 90% or more of my tuition
- d. Attended school outside the UK
- e. I don't know
- f. Prefer not to say

31. If you finished school after 1980, were you eligible for free school meals at any point?

- a. Yes
- b. No
- c. Not applicable (finished school before 1980 or went to school overseas)
- d. I don't know
- e. Prefer not to say

Appendix 2: References

- ¹Estimates of the population for England and Wales. Mid-2024: 2023 local authority boundaries edition of this dataset. <https://www.ons.gov.uk/file?uri=/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/estimatesofthepopulationforenglandandwales/mid20242023localauthorityboundaries/mye24tablesew.xlsx>
- ²Press Statement - Ireland and Northern Ireland - A Joint Census Publication 2021-2022. <https://www.cso.ie/en/csolatestnews/pressreleases/2025pressreleases/presstatement-irelandandnorthernireland-ajointcensuspublication2021-2022/>
- ³Mid-2024 population estimates <https://www.nrscotland.gov.uk/media/txvdnee4/data-mid-year-population-estimates-2024.xlsx>
- ⁴National Population Projections. 2024-based projections with variants. <https://www.nomisweb.co.uk/articles/1480.aspx>
- ⁵PEA01 Population Estimates. <https://data.cso.ie/>
- ⁶Gender identity, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021>
- ⁷Scotland's Census 2022 - Sexual orientation and trans status or history. <https://www.scotlandscensus.gov.uk/2022-reports/scotland-s-census-2022-sexual-orientation-and-trans-status-or-history/>
- ⁸Census Explainer: sexual orientation and gender identity questions. <https://ukdataservice.ac.uk/learning-hub/census/census-explainers/census-explainer-sexual-orientation-and-gender-identity-questions/>
- ⁹Pulse Survey Questions FAQ. <https://www.cso.ie/en/surveys/householdsurveys/pulsesurveys/pulsesurveysfaq/>
- ¹⁰Sexual orientation, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021>
- ¹¹Main statistics for Northern Ireland Statistical bulletin Sexual orientation. <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-3-statistical-bulletin-sexual-orientation.pdf>
- ¹²Legal partnership status. <https://www.ons.gov.uk/datasets/TS002/editions/2021/versions/3#get-data>
- ¹³Scotland's Census 2022 - National Records of Scotland. Table UV104 - Marital and civil partnership status. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>
- ¹⁴Ireland and Northern Ireland - A Joint Census Publication 2021-2022 CPNI07 - Marital Status - Ireland and Northern Ireland. <https://data.cso.ie/>
- ¹⁵Ethnic group by age and sex in England and Wales. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/datasets/ethnicgroupbyageandsexinenglandandwales>
- ¹⁶Scotland's Census 2022 - National Records of Scotland Table UV201 - Ethnic group All people. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>
- ¹⁷Population Usually Resident and Present in the State. <https://data.cso.ie/table/FY023>
- ¹⁸Main statistics for Northern Ireland Statistical bulletin Ethnic group. <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-1-statistical-bulletin-ethnic-group.pdf>
- ¹⁹Religion, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/bulletins/religionenglandandwales/census2021#religion-in-england-and-wales>

- ²⁰Scotland's Census 2022 - National Records of Scotland. Table UV205 - Religion. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>
- ²¹Census 2021 main statistics religion tables <https://www.nisra.gov.uk/system/files/statistics/census-2021-ms-b21.xlsx>
- ²²Profile 5 - Diversity, Migration, Ethnicity, Irish Travellers & Religion F5070 - Population Usually Resident and Present in the State. <https://data.cso.ie/>
- ²³Census 2022 Profile 4 - Disability, Health and Carers. <https://www.cso.ie/en/releasesandpublications/ep/p-cpp4/censusofpopulation2022profile4-disabilityhealthandcarers/>
- ²⁴Main statistics for Northern Ireland Statistical bulletin Health, disability and unpaid care. <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-2-statistical-bulletin-health-disability-and-unpaid-care.pdf>
- ²⁵Health. <https://www.scotlandscensus.gov.uk/census-results/at-a-glance/health/>
- ²⁶Disability, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/disabilityenglandandwales/census2021>
- ²⁷Household composition statistics. https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Household_composition_statistics
- ²⁸Scotland's Census 2022 - National Records of Scotland Table UV116 - Household type. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>
- ²⁹Private Households by Size, Total Persons in the Household and Average Household Size. <https://data.cso.ie/table/F3039>
- ³⁰Households containing dependent children: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/datasets/householdscontainingdependentchildren2021>
- ³¹Census 2022 Profile 4 - Disability, Health and Carers. <https://www.cso.ie/en/releasesandpublications/ep/p-cpp4/censusofpopulation2022profile4-disabilityhealthandcarers/>
- ³²Main statistics for Northern Ireland Statistical bulletin Health, disability and unpaid care. <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-2-statistical-bulletin-health-disability-and-unpaid-care.pdf>
- ³³Unpaid care, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/unpaidcareenglandandwales/census2021>
- ³⁴Scotland's Census 2022 - Health, disability and unpaid care. <https://www.scotlandscensus.gov.uk/2022-reports/scotland-s-census-2022-health-disability-and-unpaid-care/>
- ³⁵Scotland's Census 2022 - National Records of Scotland. Table UV209 - Scots language skills. All people aged 3 and over. Country by Scots language skills - 8 groups, all by Individuals. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>
- ³⁶Scotland's Census 2022 - National Records of Scotland. Table UV208a - Gaelic language skills. All people aged 3 and over. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>
- ³⁷Welsh language in Wales (Census 2021). <https://www.gov.wales/welsh-language-wales-census-2021-html>
- ³⁸Census of Population 2022 Profile 8 - The Irish Language and Education. <https://www.cso.ie/en/releasesandpublications/ep/p-cpp8/censusofpopulation2022profile8-theirishlanguageandeducation/irishlanguageandthegaeltacht/>
- ³⁹Social mobility commission. Cross-industry toolkit. <https://socialmobility.independent-commission.uk/toolkit/cross-industry-toolkit/#why-focus-on-socio-economic-background>