



EQUALITY
GROUP

INCLUSIVITY AT WORK

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Equality Group has commissioned nationally representative research* following several high profile cases of poor working culture. On 30 May 2019, the Financial Times revealed that two prominent female partners from KPMG quit in February because of the firm's response to a senior male partner's bullying behaviour. This followed Amnesty International revealing it had ordered an independent review after two employee suicides in 2018. Their report found that the organisation had a toxic culture.

"This research proves that toxic cultures are having a corrosive effect on employee wellbeing. Half (50%) of the workers surveyed said that a boss had caused them significant anxiety or stress, and 25% stated that their Sunday-night anxiety is solely down to this. Meanwhile, 60% reported that a good manager meant they'd stay in a role. We live in a hugely interconnected society where potential candidates can go online and assess the culture of a company before applying for a role, and because of this businesses can no longer sweep a toxic culture under the rug." – Hephzi Pemberton, Founder and CEO of Equality Group

About Equality Group

Equality Group harnesses the power of diverse leaders for Finance, Technology and Social Impact. They change the business landscape by widening the range of exceptional candidates and offering them unique leadership opportunities. Their consultancy service helps companies attract, retain and develop diverse talent, which our Executive Search service headhunts.



*The data is nationally representative, surveying 2,002 UK adults aged 18+

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1. I am within the BAME community and feel that I am not positively encouraged to stay within the company I work for due to a non-inclusive culture that starts with the management team

- 34% agree – 6,744,231
- 31% women agree
- 37% men agree
- 44% 18-34
- 31% 35-54
- 18% 55+

2. Over and above enjoying what I do, a good management team is what will make me stay at my current job

- 60% agree – 17,498,544
- 64% women agree
- 55% men agree
- 62% 18-34
- 59% 35-54
- 58% 55+

3. I dislike my job because of bad management/bad managers

- 33% agree – 9,035,707
- 29% women agree
- 36% men agree
- 40% 18-34
- 30% 35-54
- 25% 55+

4. My current or previous bosses have caused me significant anxiety and/or stress

- 50% agree – 14,634,199
- 51% women agree
- 49% men agree
- 58% 18-34
- 49% 35-54
- 39% 55+
- 49% Northern Ireland

5. Bad bosses are a main reason why businesses fail

- 60% agree – 18,383,887
- 61% women agree
- 59% men agree
- 63% 18-34
- 58% 35-54
- 60% 55+

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6. My Sunday night anxiety is solely down to a bad boss

- 25% agree – 6,275,520
- 21% women agree
- 28% men agree
- 35% 18-34
- 19% 35-54
- 18% 55+

7. I have wanted to/have quit a job because I felt unsupported by my management team

- 49% agree – 14,061,330
- 46% men agree
- 52% women agree
- 57% 18-34
- 48% 35-54
- 36% 55+

