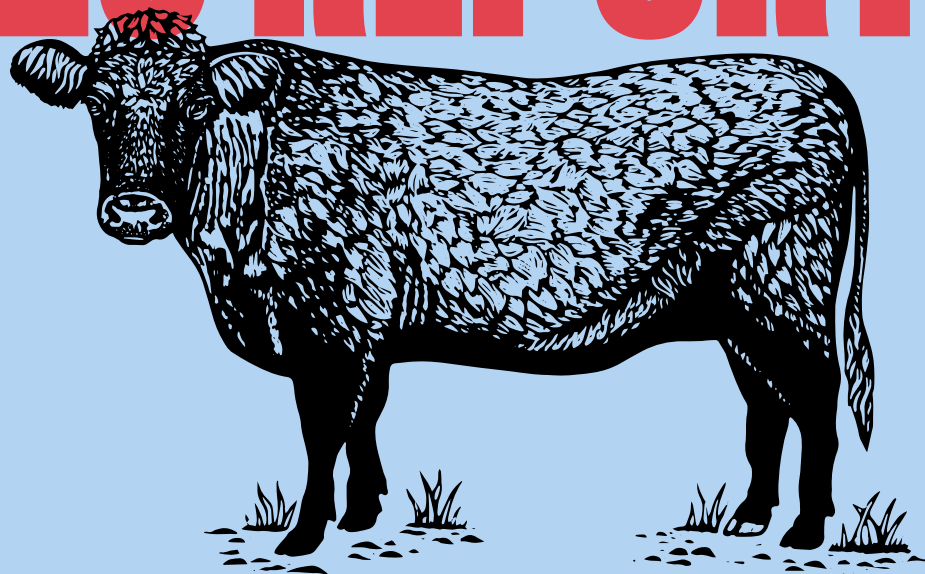


Diversity & Inclusion

# 2022-23 REPORT



cowshed

# Work with meaning: a diverse, welcoming and inclusive workplace.

Over the past twelve months, we have sustained the size of the team, our gender mix and diversified the age range of our team.

We have continued with our commitments:



New this year:



cowshed

# Training and development



**SEPT 2022**

**SEPT 2022**

**SEPT 2022**

**OCT 2022**

**FEB 2023**

**JUN 2022 - APR 23**

**JUN 2023**

Nurturing disabled talent

The Reality of Resilience

Voicing Voices

How to Tackle Racism, Harassment & Microaggressions at Work (for employers)

Menopause awareness matters

Appreciating diversity mandatory module

Leaders Lunch

cowshed

# Investing in future talent

In June, we became Saatchi & Saatchi's partner for its Upriser initiative in Wales. Starting in the new school term for the next seven years, Cowshed, alongside our network of diverse creatives in Wales, will deliver a programme in Willows High School to inspire future careers in the creative sector.

**UP**  
**RISER**  
by cowshed



This year we have correlated our data measurement with our financial year which runs July to June to provide consistent monitoring and reporting.

In 2023/24, we will expand our diversity data capture and monitoring beyond age, ethnicity and gender. We will set benchmarks based on Wales demographic data to drive improvements in our practices.

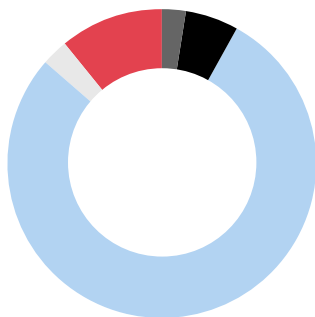
cowshed



**TOTAL NUMBER  
OF EMPLOYEES**

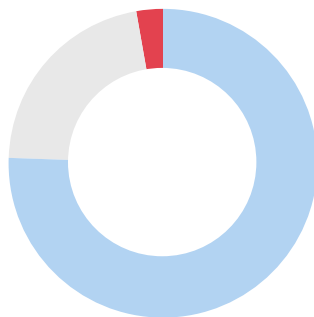
**37**

## ETHNICITY



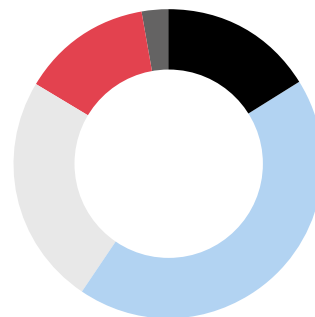
- Pakistani
- White (other)
- White British
- White Irish
- Not identified

## GENDER



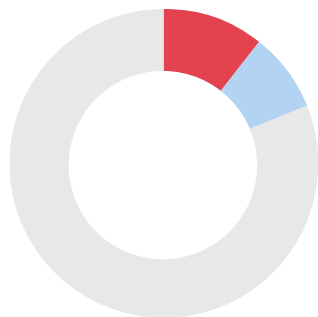
- Female
- Male
- Not identified

## AGE



- 18-24
- 25-34
- 35-44
- 45-54
- 55-64

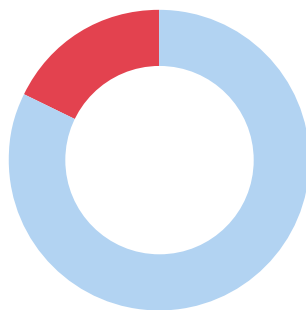
## WELSH SPEAKERS



- Fluent
- Learners
- Non-Welsh speaking

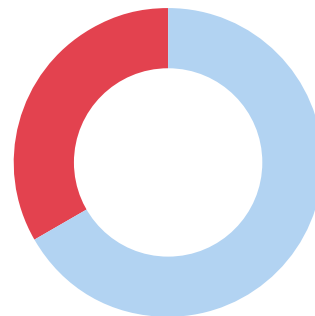
## LEADERSHIP ROLES

Managers and above



- Female
- Male

## SENIOR LEADERSHIP TEAM

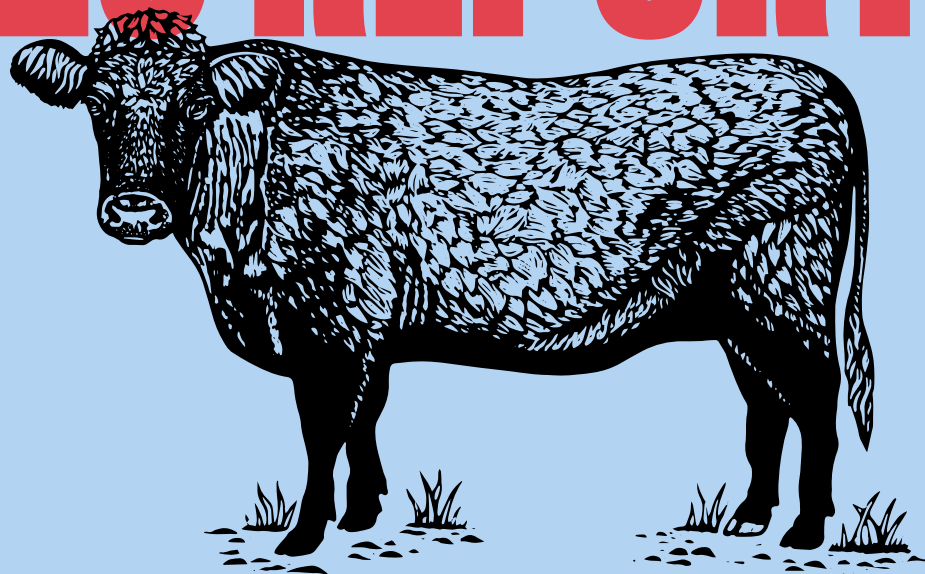


- Female
- Male



Diversity & Inclusion

# 2022-23 REPORT



cowshed