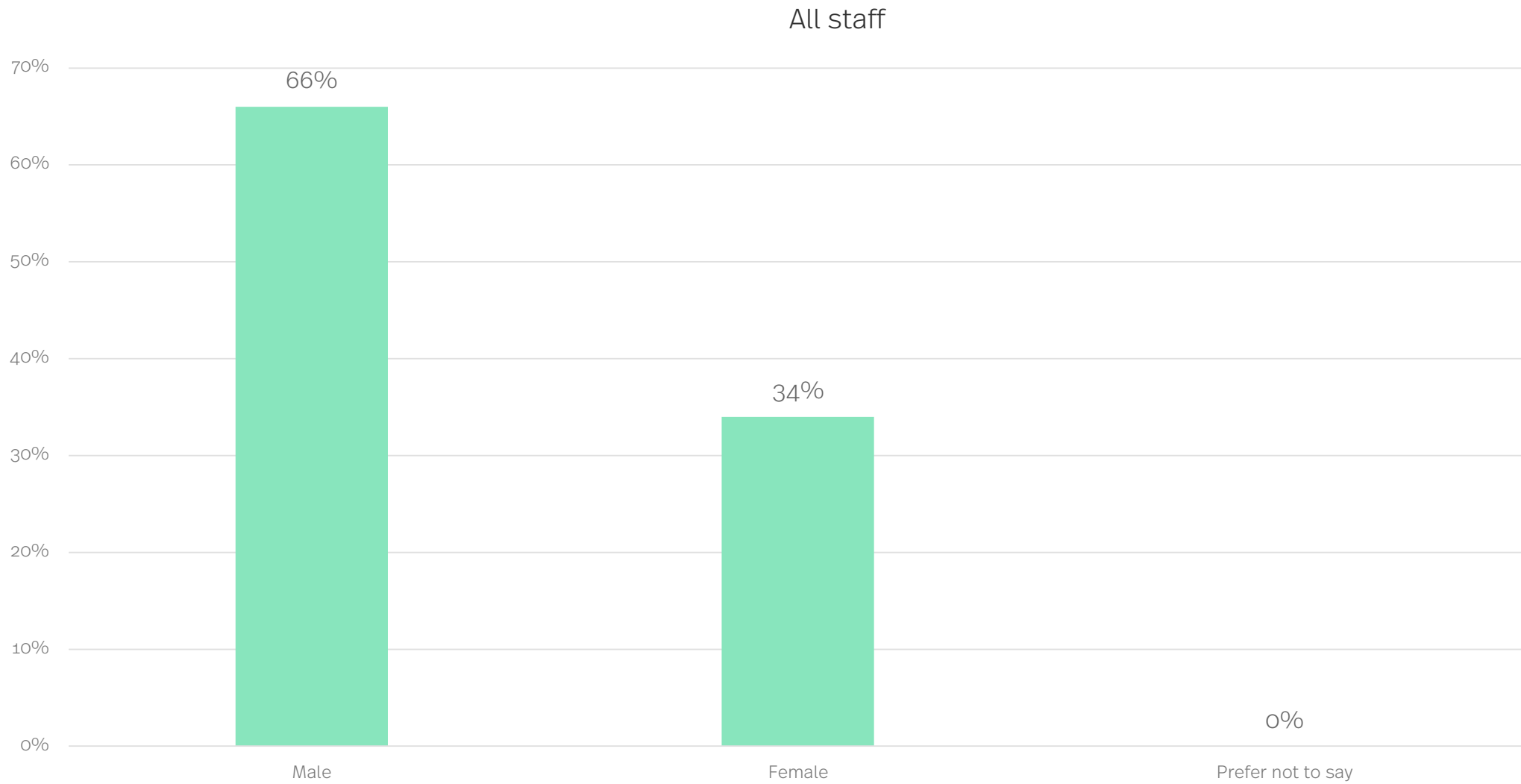


# Ireland Diversity Audit Results 2026

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[DEIteam@simmons-simmons.com](mailto:DEIteam@simmons-simmons.com)

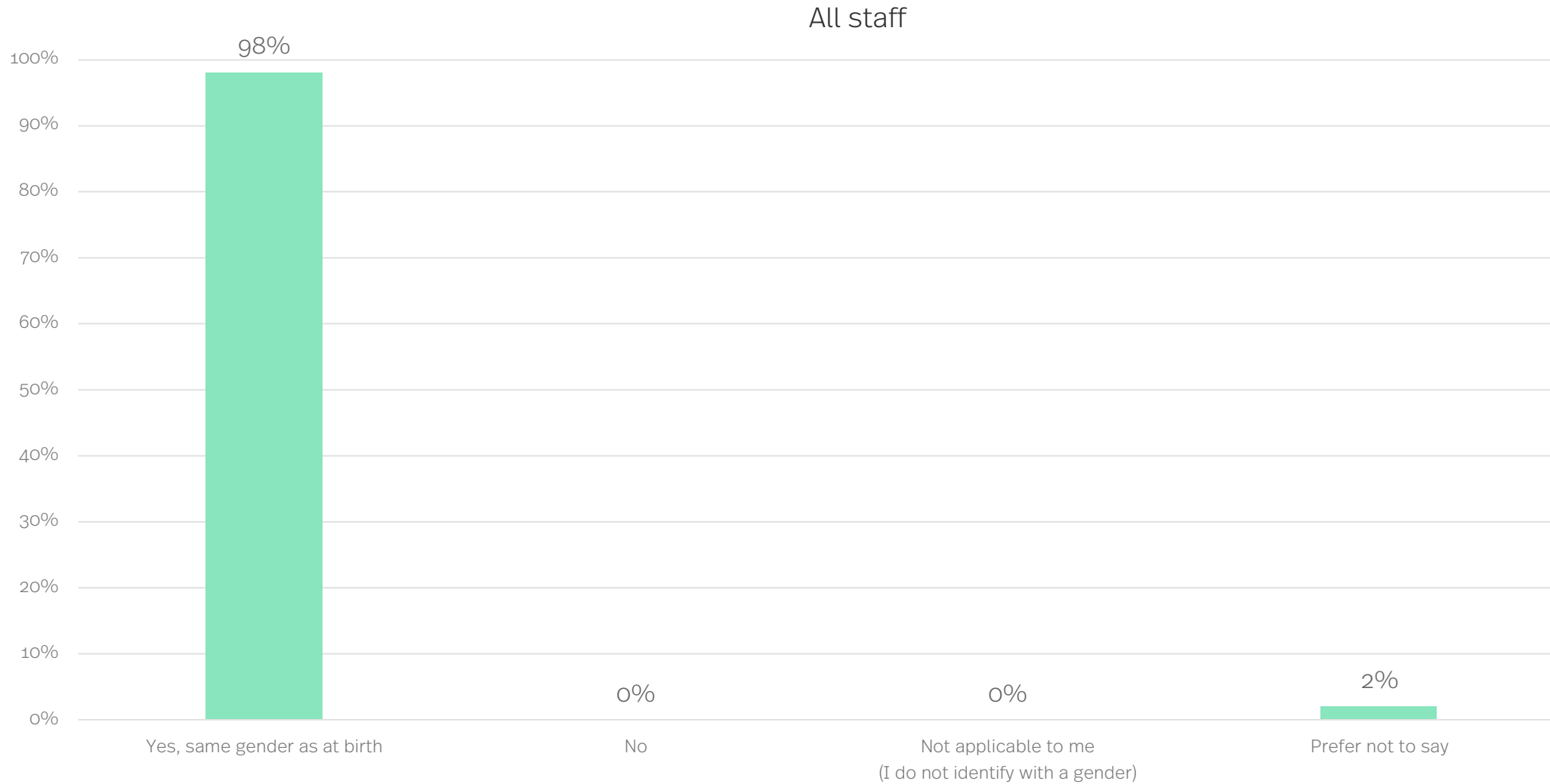
Data reported represents those who completed the 2026 Ireland Diversity Audit  
The completion rate in Ireland for 2026 is 73%.



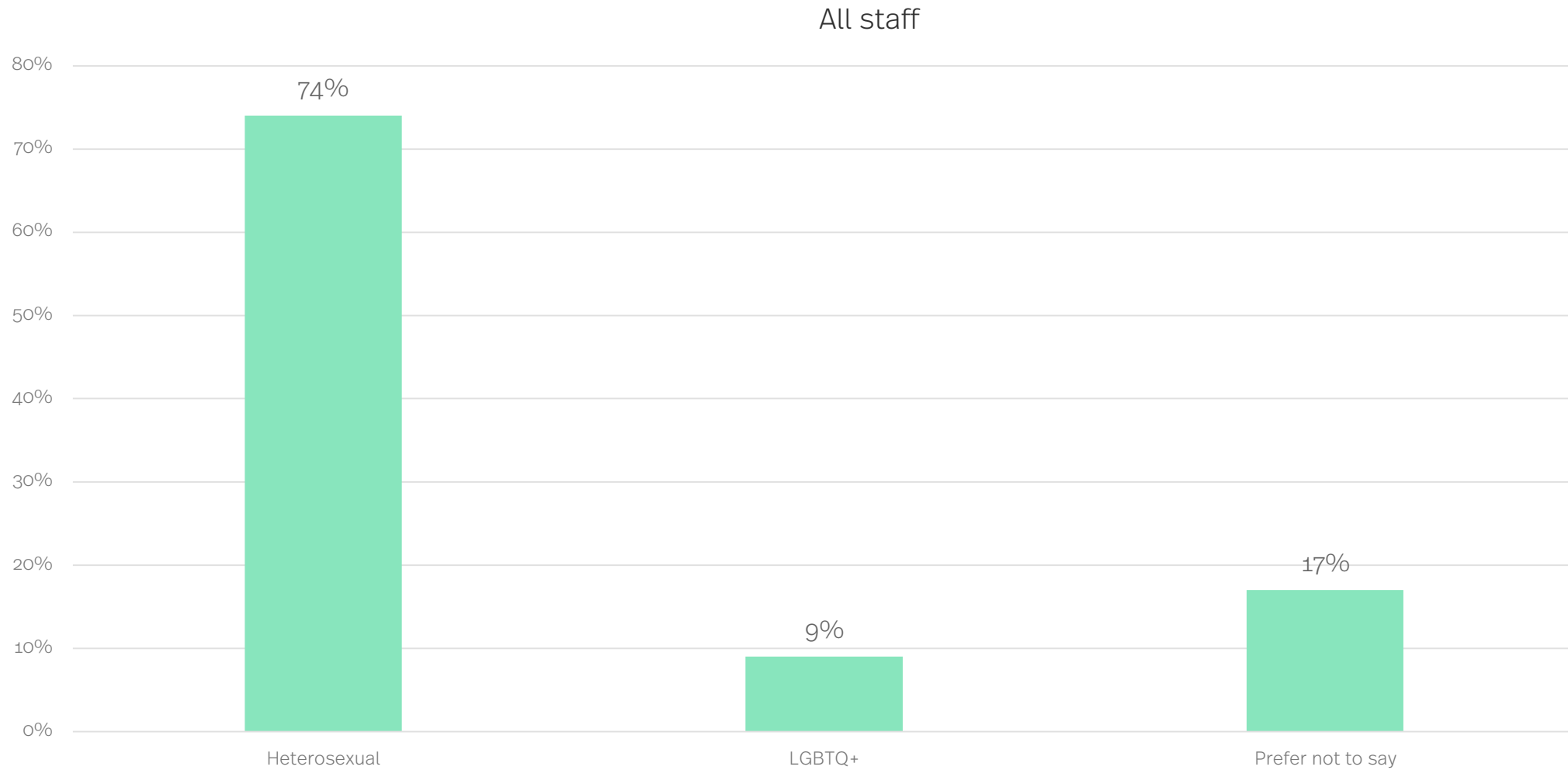
# Gender



Is the gender you identify with (if any) the same as your sex at birth?

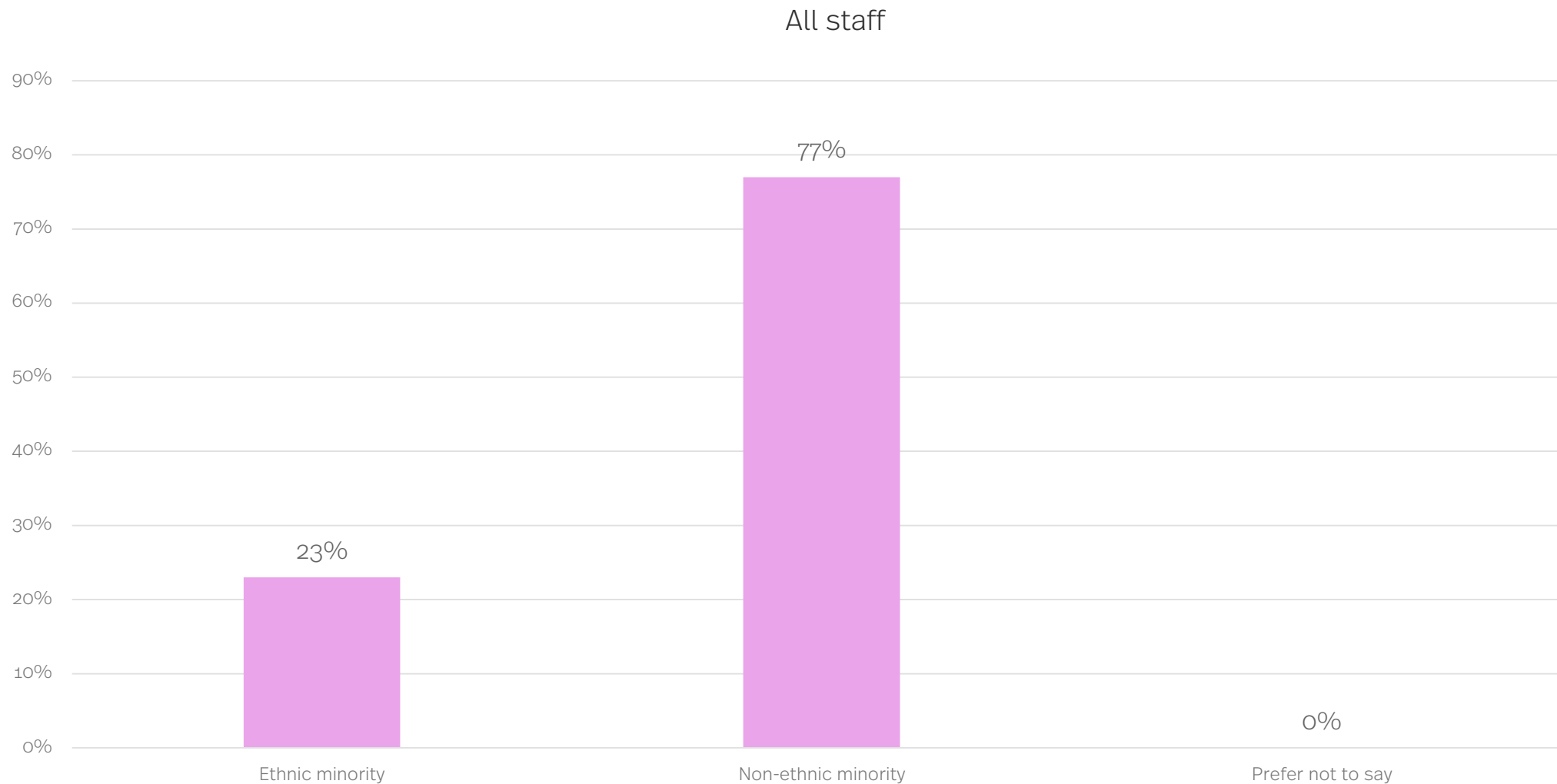


# Sexual orientation



NB: LGBTQ+ refers to those who identify as bisexual, gay, lesbian or other.

# Ethnic diversity

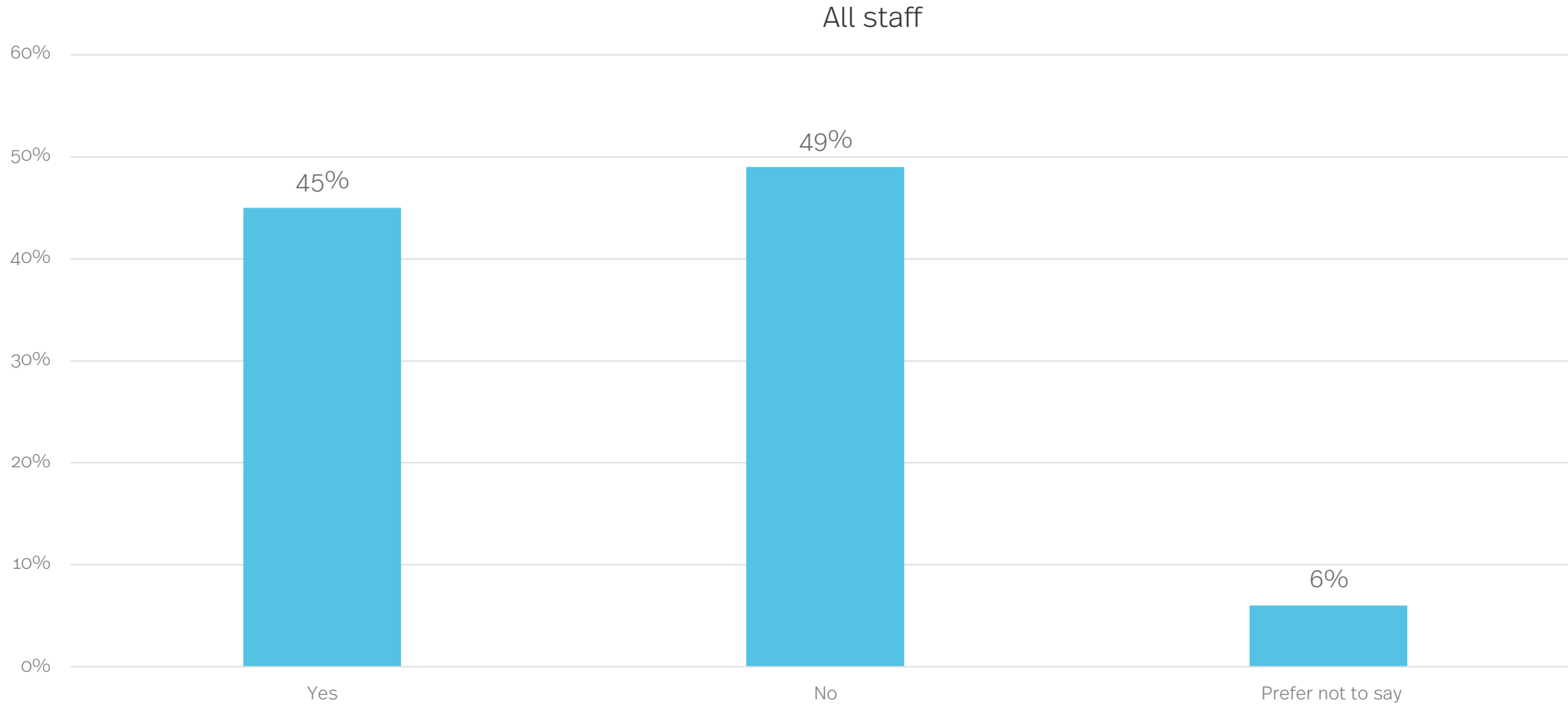


NB: Ethnic minority refers to individuals within the following ethnicity groups: Asian / Asian British (Indian, Pakistani, Bangladeshi, Chinese, any other Asian background), Black / Black British (Caribbean, African), Mixed (White and Black Caribbean, White and Black African, White and Asian, any other mixed / multiple ethnic background), Other - any other ethnic group, White (English/Welsh/Scottish/Northern Irish/British, any other white background).

# Socio-economic diversity



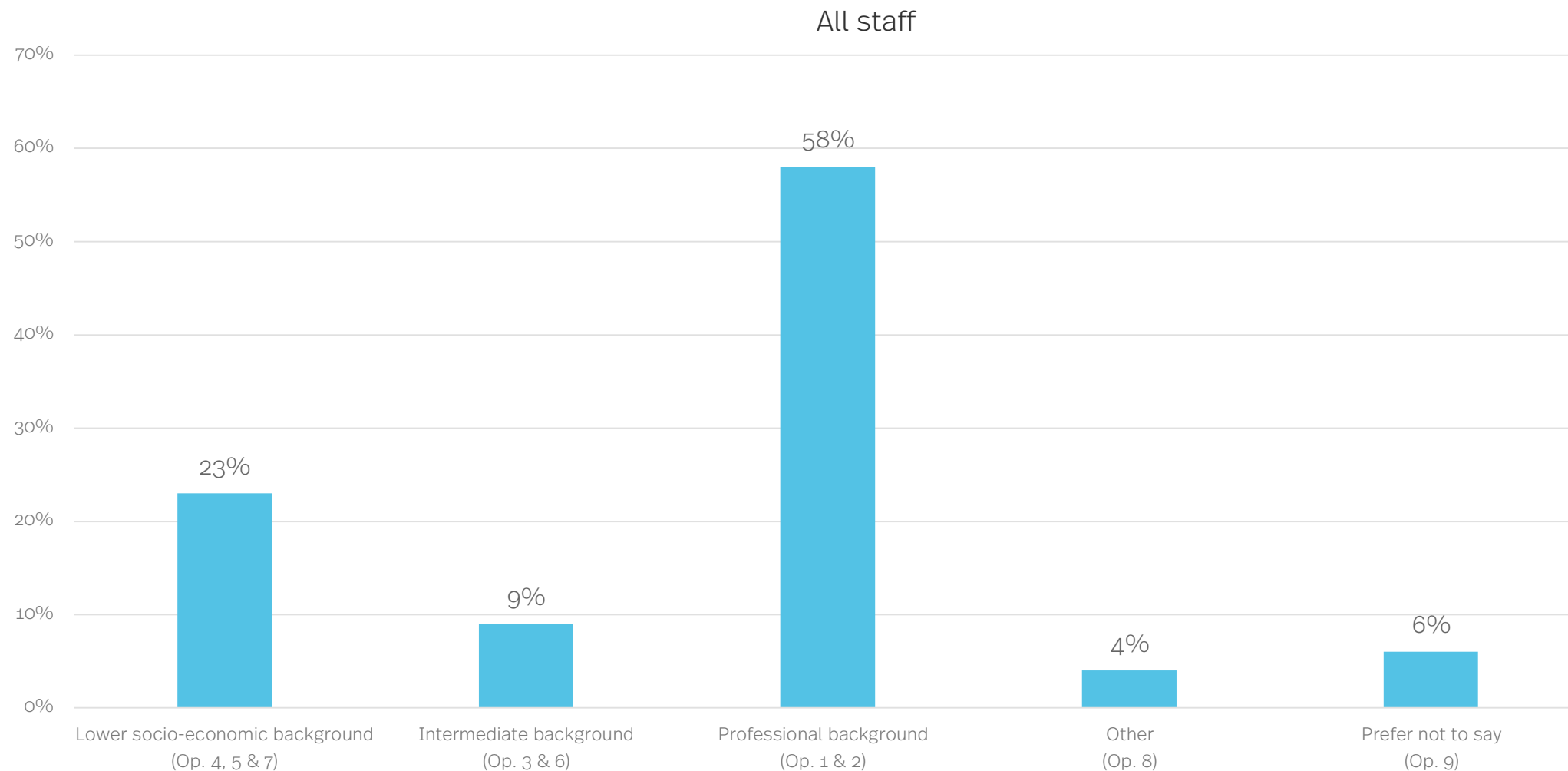
Did either of your parents attend university (or equivalent) and gain a degree (eg BA/BSc or equivalent) by the time you were 18?



# Socio-economic diversity



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

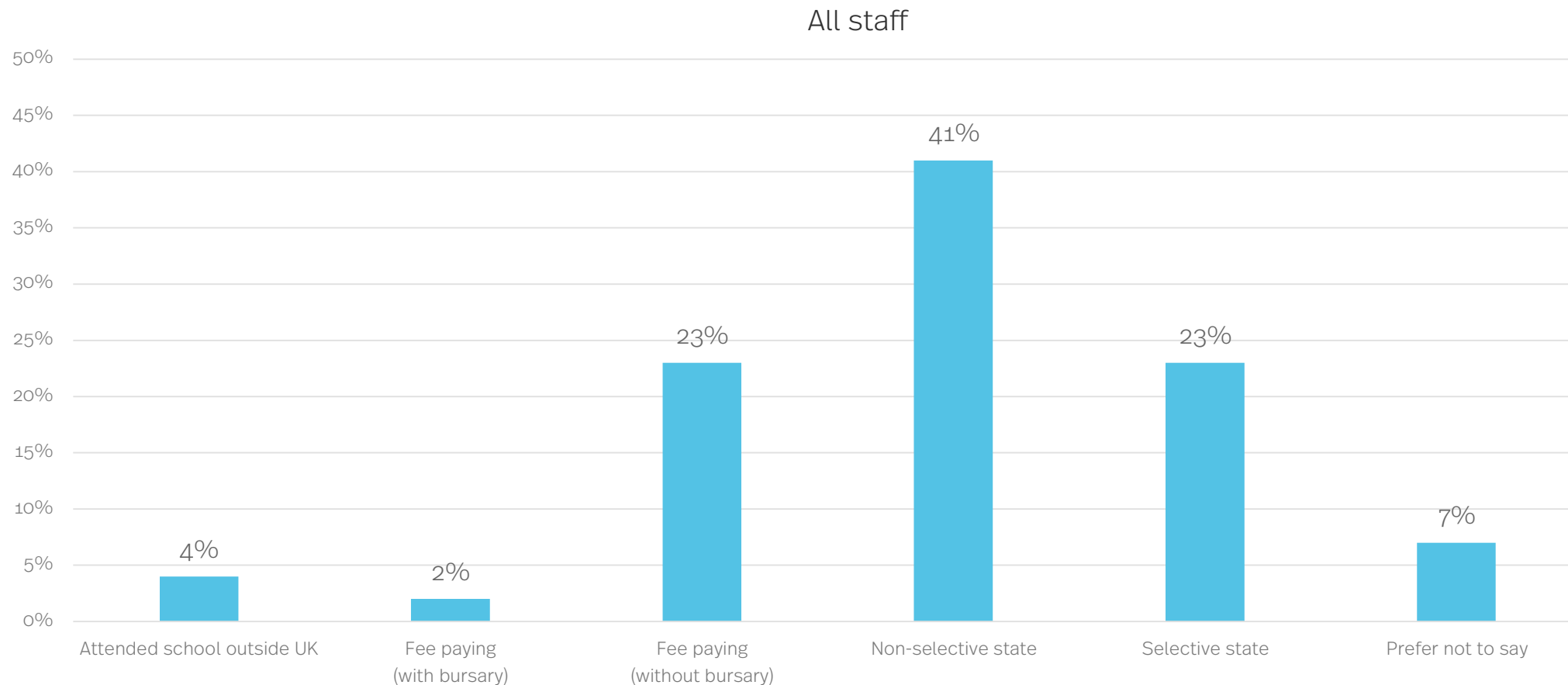


NB: Option 1 (Modern professional and traditional professional occupations), Option 2 (Senior, middle or junior managers or administrators), Option 3 (Clerical and intermediate occupations), Option 4 (Technical and craft operations), Option 5 (Routine, semi-routine, manual and service occupations), Option 6 (Small business owners who employed less than 25 people), Option 7 (Long term unemployed), Option 8 (Other, including retired, this question does not apply to me, I don't know), Option 9 (Prefer not to say).

# Socio-economic diversity



Which type of school did you attend for the most time between ages of 11-16 ?

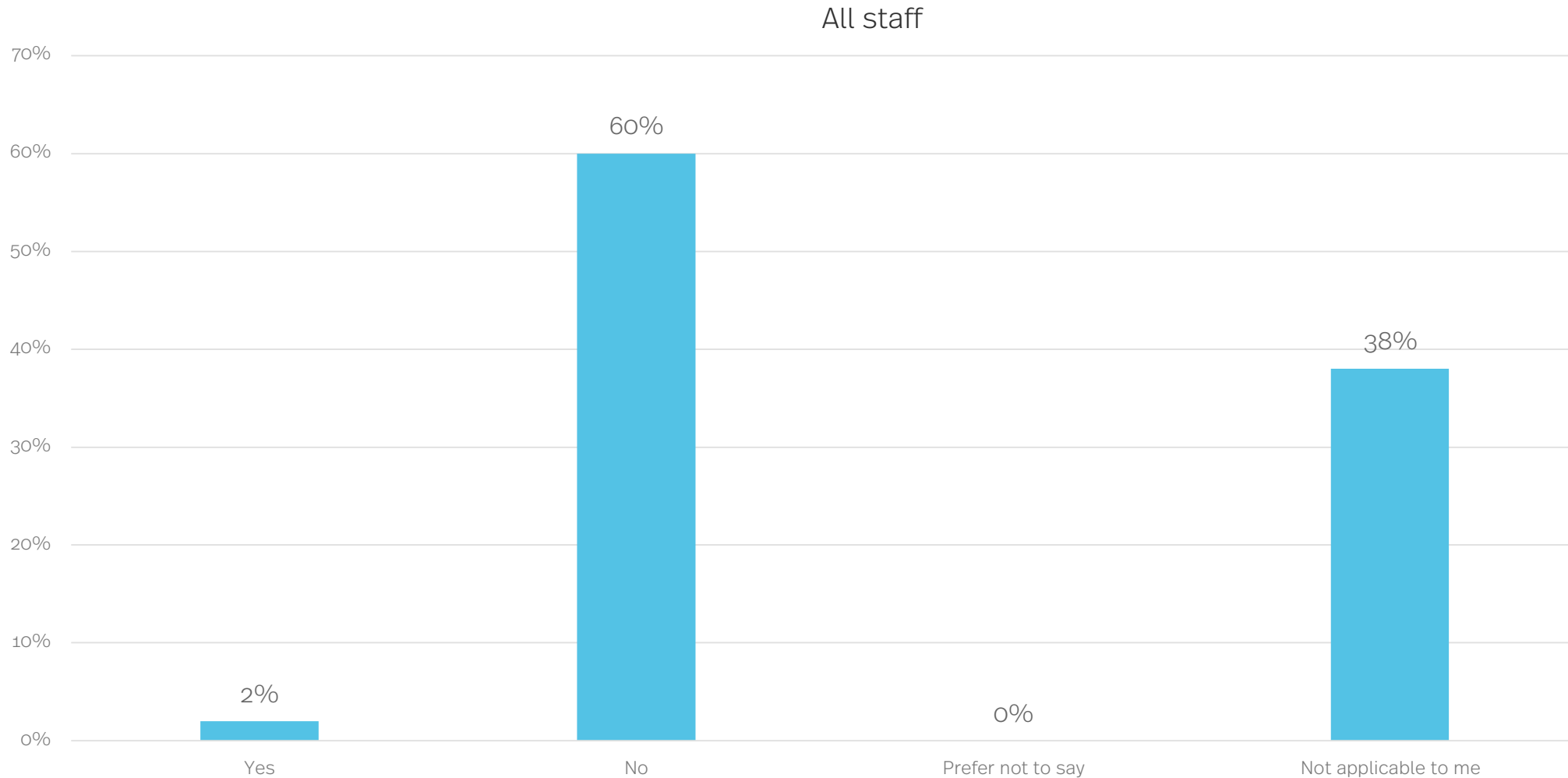


NB: The national benchmark published by the Department of Education states that 7% of the ROI population attended a fee-paying school at age 11-16 (correct as of August 2024)

# Socio-economic diversity

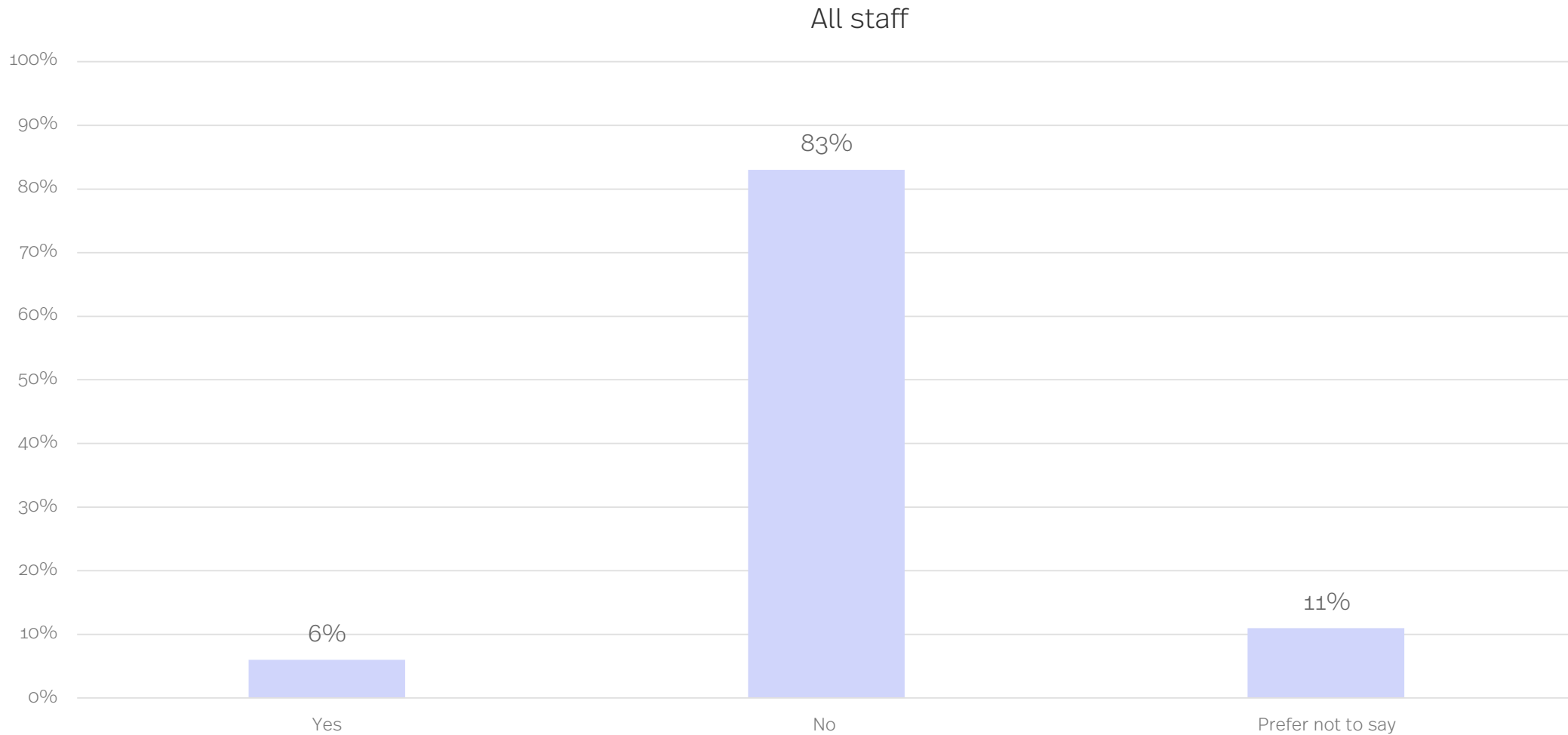


At school, did you qualify for free school meals or pupil premium?



# Neurodiversity

Are you neurodiverse?

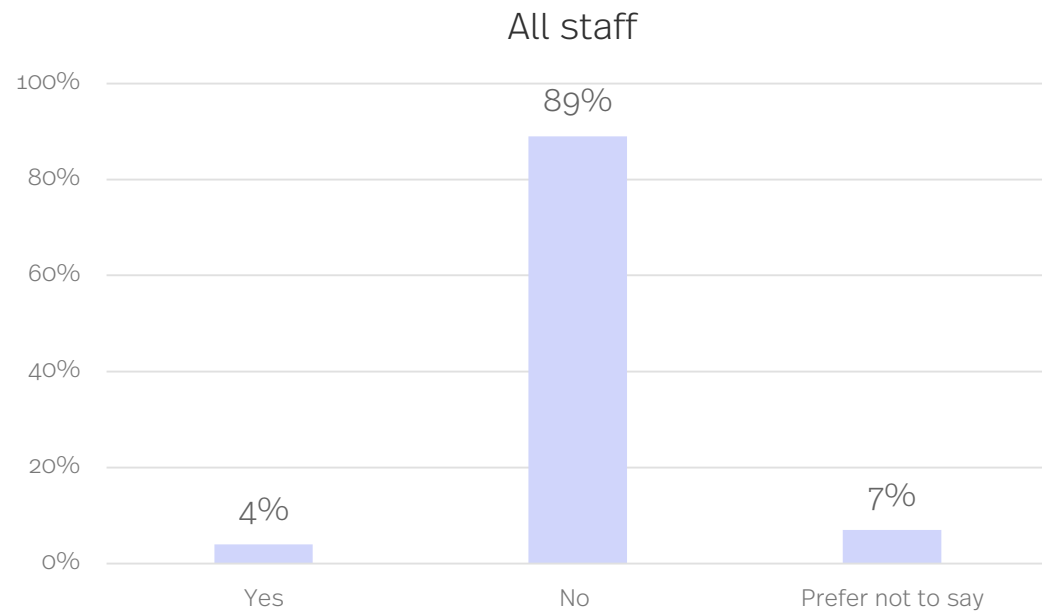


NB: Neurodiverse differences include conditions such as ADHD, Autism, Dyscalculia, and Dyslexia.

# Disability

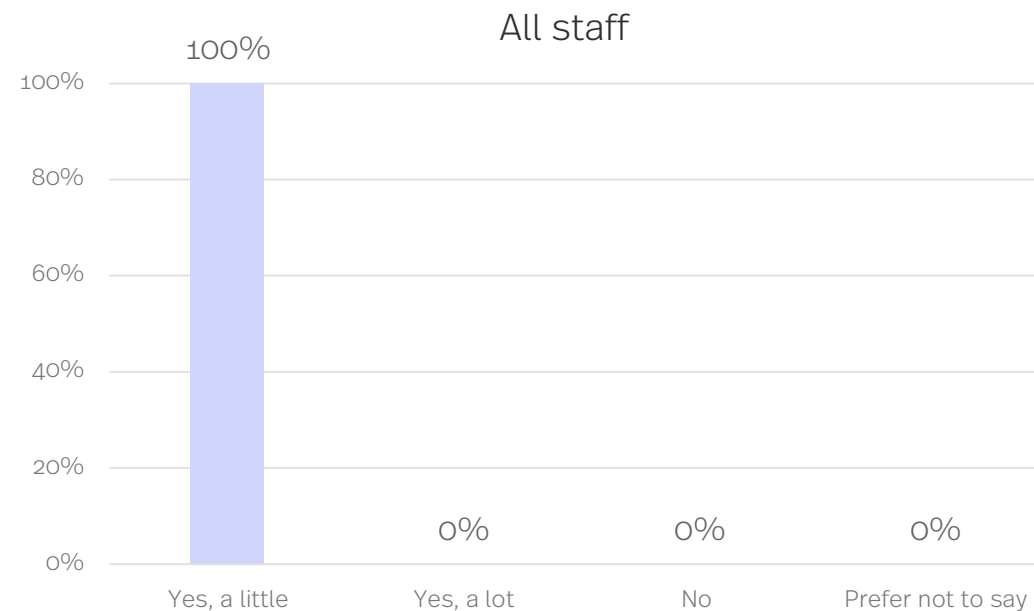


Do you consider yourself to have a disability according to the definition in the UK Equality Act 2010? \*



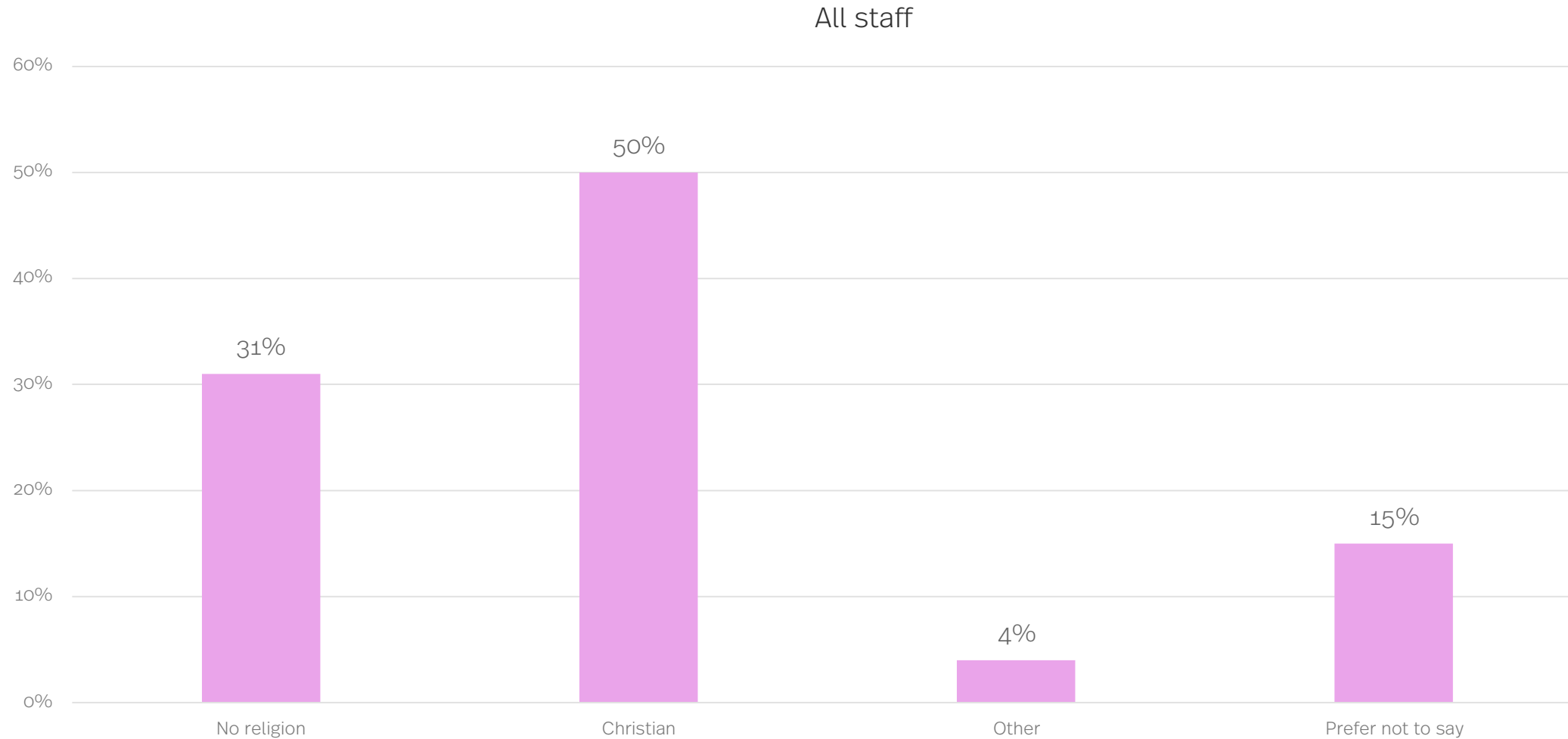
\* The UK Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

Are your day-to-day activities limited because of a health problem or disability? \*\*



\*\* Results are of those who responded 'Yes' to 'Do you have a disability or long-standing health issue?'

# Religion or belief

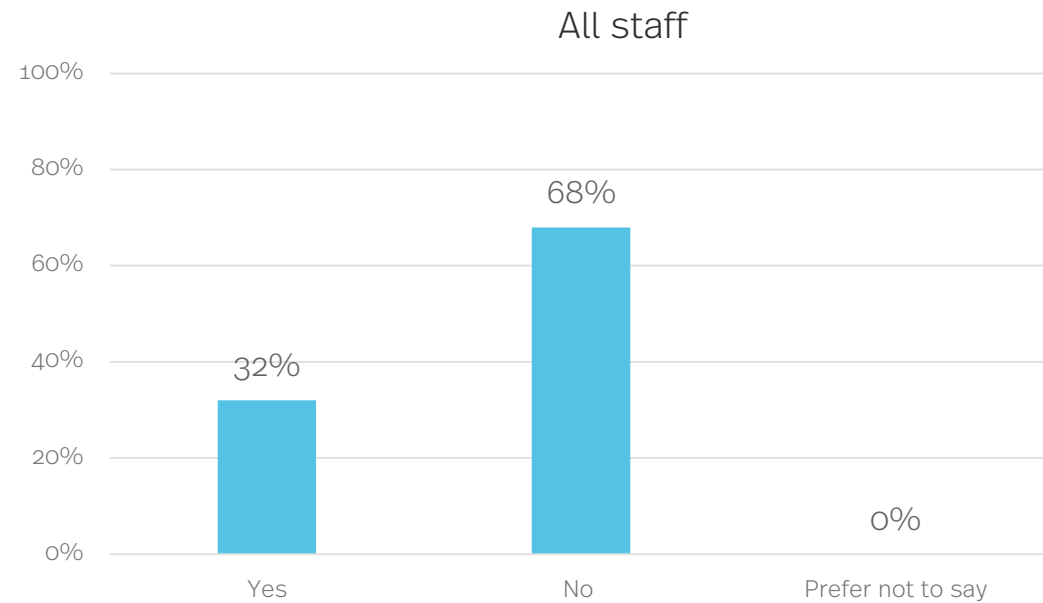


- NB:
- 'No Religion' includes Atheists.
  - 'Christian' includes Church of England, Catholic, Protestant, and all other Christian denominations.
  - Other includes Buddhist, Hindu, Jewish, Muslim (including Shia(h), Sunni, and all other Muslim denominations), and Sikh.

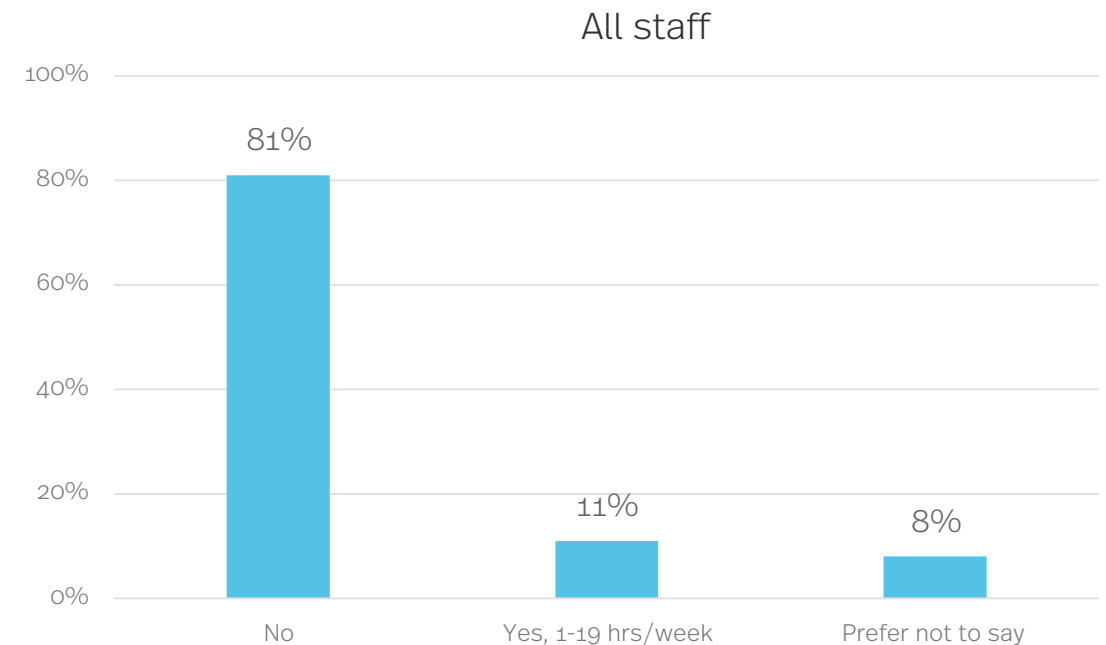
# Caretaking responsibilities



Are you the primary carer for a child or children under 18?



Do you look after or care for someone with long term physical or mental ill health by disability or age (not in a paid capacity)?



# Age



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