

D&I in Talent Acquisition

sample size:
762
UK in-house
recruitment professionals

The RL100 conducted robust research into the state of Diversity & Inclusion in the UK resourcing industry

Here's what we found

A top-earning (£100k+) in-house recruitment leader is likely:

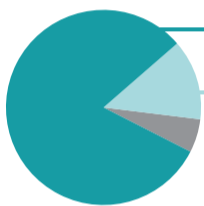
- to be **White**
- to be **Male**
- to be **Heterosexual**
- to have a **University Degree**
- come from a **privileged background**

30% of recruiters feel they have been discriminated against at work

Top 5 Reasons:

- Gender**
- Ethnicity**
- Age**
- Sexual Orientation**
- Disability**

Ethnicity focus

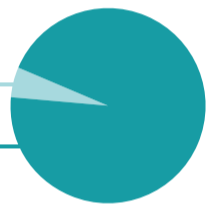


83% Respondents are White

13.4% Respondents are BAME

5% Strategic Leaders are BAME

95% Strategic Leaders are White

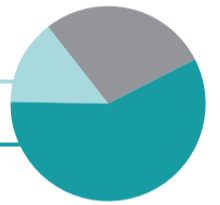


79% are White in non-managerial roles

21% are BAME in non-managerial roles

14% Leaders come from RPO

58% Leaders come from Recruitment Consultancy



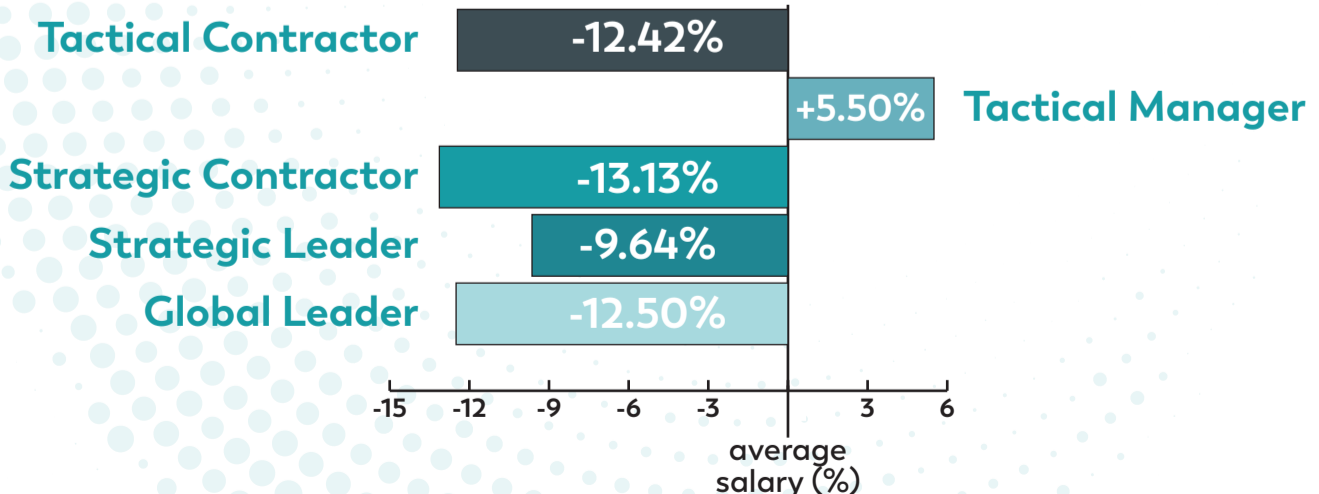
White British Recruiters earn **£12,800** more, on average, than BAME recruiters

The East of England is the only region where BAME recruiters earn MORE **8.86%**

ONLY 5.40% BAME respondents were in LEADERSHIP

BAME resourcing leaders earn on average **11.75% LESS**

Of 5 seniority types, **in only 1** do BAME recruiters earn more



On the 15th September 2019, the RL100 held a Design Thinking workshop to establish initiatives on redressing this imbalance. More to follow...