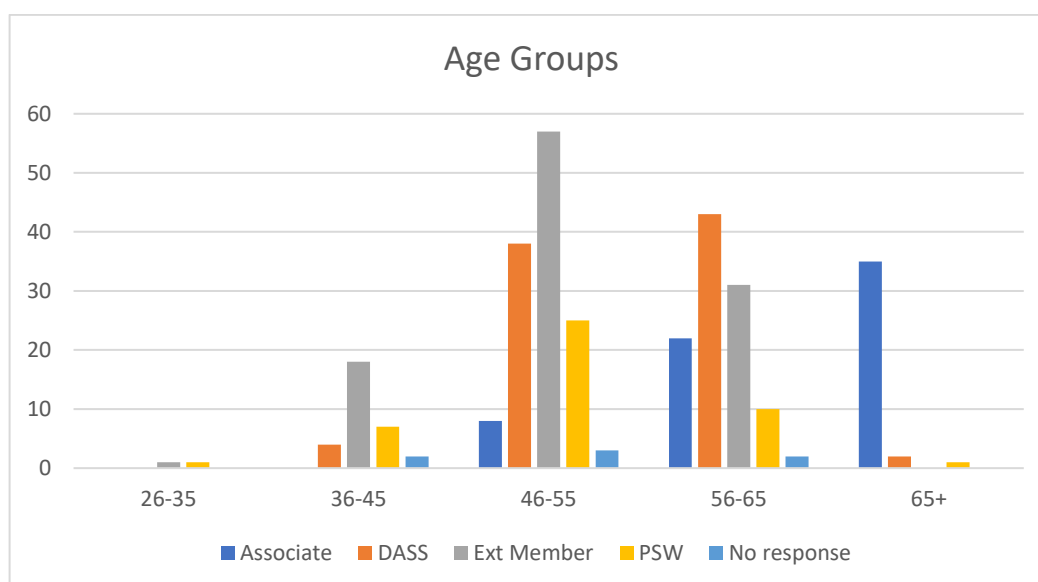


ADASS EEDI Survey Report 2025

There were 310 submissions to the 2025 EEDI survey, this is 34% of the overall membership and a response rate from each membership group is detailed below.

Responses were received from the following:

Member Type	No of Responses Received	Percentage of Responses	Current ADASS Membership	Survey respondents as % of total membership
Ext Member	107	35%	480	22%
DASS	87	28%	151	58%
Associate	65	21%	124	52%
PSW	44	14%	134	33%
No response	7	2%		



- Of the 310 respondents, 13% (40 respondents) consider themselves to have a disability. This is a 4% increase from 2023. 40% (16) of those respondents are living with a long-term health condition.
- 64% (197) are female, 35% (110) are male and the remaining did not want to disclose or left this blank.
- 11% (33) of respondents, confirmed that they live in a gender other than that assigned at birth.
- 93% (287) of respondents are white, 4% (11) black and 2% (6) Asian.
- 83% (256) of respondents are heterosexual.
- 50% (155) of respondents have primary caring responsibilities with 63 caring for a child and 43 caring for someone over 65 years old. A further 15% of respondents are secondary carers.
- 12 ADASS Trustees completed the survey.

- 68% (212) of respondents indicated they would be interested in finding out more about the opportunities offered by ADASS nationally and consented to being contacted in the future.
- Of these 57 were DASSs, 82 Extended Members, 28 PSWs, 40 Associates and 5 unknown.

This year we asked for background information and a forward look over the next 2 years from our DASS, Extended Member and PSW members. This is to give us an insight into potential movement in the senior leadership positions of the LA social care workforce.

Recommendations:

- Take stock of the diversity of voices representing ADASS and seek ways this could improve if needed.
- Remove barriers in our election or selection process for ADASS roles so they are open, transparent and encourage participation from across the membership.
- Take proactive action to engage with members on topics of interest and provide valuable opportunities to influence what is important to them.
- Review and reflect on our collaborations to ensure they are inclusive, and where possible have those with lived experience represented.
- Policy and Priority Leads 'expectation documents now include EEDI commitment so this is represented across all policy networks and reference groups.
- Sign off the ADASS EEDI vision and action plan which is for the organisation as an employer, for our employees, and for our Trustees and members, to help provide the framework that should guide our work. Publish this and share on the website once finalised.

An action plan has been developed which supports the recommendations above.