

Spike Island

OUR 2019/20 WORKFORCE DEMOGRAPHICS

	BOARD	STAFF	FREELANCERS	EXHIBITING ARTISTS	EVENT CONTRIBUTORS	
ETHNICITY	White	89%	83%	100%	29%	52%
	Mixed race	0%	11%	0%	43%	0%
	Asian / Asian British	11%	0%	0%	14%	26%
	Black / Black British	0%	6%	0%	0%	9%
	Other ethnic group	0%	0%	0%	14%	9%
	Prefer not to say	0%	0%	0%	0%	4%
	GENDER IDENTITY	Female	67%	58%	17%	29%
Male		33%	42%	66%	57%	17%
Non-binary		0%	0%	17%	0%	9%
Prefer not to say		0%	0%	0%	14%	17%
DISABILITY	Identify as a D/deaf or disabled person, or have a long term health condition	11%	13%	17%	14%	18%
	Non-disabled	67%	80%	66%	57%	64%
	Prefer not to say	22%	7%	17%	29%	18%
AGE	0-19	0%	0%	0%	0%	0%
	20-34	0%	59%	17%	14%	27%
	35-49	11%	35%	83%	71%	36%
	50-64	78%	6%	0%	0%	18%
	65+	11%	0%	0%	0%	0%
	Prefer not to say	0%	0%	0%	14%	18%
SEXUALITY	Bisexual	0%	8%	0%	0%	9%
	Gay man	0%	5%	17%	0%	5%
	Gay woman/ Lesbian	0%	3%	17%	0%	5%
	Heterosexual/ Straight	89%	68%	49%	86%	45%
	Queer	0%	3%	0%	0%	0%
	Prefer not to say	11%	13%	17%	14%	36%

The above data represents only those who completed and returned anonymous equal opportunity monitoring forms, and is therefore only partially representative of our entire workforce.

The categories are defined by Arts Council England for monitoring equality of opportunity.

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OUR 2019/20 AUDIENCE DEMOGRAPHICS

ETHNICITY	White	86%
	Mixed: Multiple ethnic background	5%
	Asian or Asian British	5%
	Black or Black British	2%
	Other ethnic group	2%
GENDER IDENTITY	Female	70%
	Male	28%
	Identify in another way	2%
DISABILITY	Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?	
	Yes	7%
	No	93%
AGE	16-24*	21%
	25-34	28%
	35-44	15%
	45-54	13%
	55-64	15%
	65 or older	8%

*We can only survey people aged 16 or over.

Spike Island is an Arts Council England National Portfolio Organisation (NPO) and our funding agreement requires us to submit anonymous audience data to Audience Finder. This data is derived from our 2019/20 Audience Finder surveys.