

# Spike Island

## OUR 2019/20 WORKFORCE DEMOGRAPHICS

	BOARD	STAFF	FREELANCE TECHNICIANS	EXHIBITING ARTISTS	EVENT CONTRIBUTORS	
<b>ETHNICITY</b>	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%
	<b>GENDER IDENTITY</b>	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%
<b>DISABILITY</b>	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%
<b>AGE</b>	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%
<b>SEXUALITY</b>	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.

# Spike Island

## OUR 2019/20 AUDIENCE DEMOGRAPHICS

<b>ETHNICITY</b>	White	86%
	Mixed: Multiple ethnic background	5%
	Asian or Asian British	5%
	Black or Black British	2%
	Other ethnic group	2%
<b>GENDER IDENTITY</b>	Female	70%
	Male	28%
	Identify in another way	2%
<b>DISABILITY</b>	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%
<b>AGE</b>	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.