

Spike Island

OUR 2020/21 WORKFORCE DEMOGRAPHICS

		BOARD	STAFF	FREELANCERS	EXHIBITING ARTISTS	EVENT CONTRIBUTORS
ETHNICITY	Asian / Asian British	8%	0%	0%	0%	9%
	Black / Black British	0%	3%	0%	33%	11%
	Mixed race	17%	9%	0%	33%	9%
	White	75%	88%	100%	33%	63%
	Other ethnic group	0%	0%	0%	0%	6%
	Prefer not to say	0%	0%	0%	0%	3%
GENDER	Female (including trans women)	75%	59%	20%	33%	51%
	Male (including trans men)	25%	37.5%	60%	33%	34%
IDENTITY	Non-binary (e.g. androgyne)	0%	3%	20%	0%	11%
	Prefer not to say	0%	0%	0%	33%	3%
DISABILITY	Identify as a D/deaf or disabled person, or have a long term health condition	8%	16%	0%	33%	17%
	Non-disabled	83%	81%	80%	67%	74%
	Prefer not to say	8%	3%	20%	0%	9%
NEURO-DIVERSITY	Identify as neuro-divergent	0%	16%	0%	0%	6%
	Do not identify as neuro-divergent	0%	53%	40%	33%	43%
	Prefer not to say	0%	0%	0%	0%	6%
	Not known	100%	31%	60%	67%	46%
AGE	0-19	0%	0%	0%	0%	0%
	20-34	17%	59%	20%	33%	40%
	35-49	25%	31%	80%	33%	43%
	50-64	50%	9%	0%	33%	11%
	65-74	8%	0%	0%	0%	3%
	Prefer not to say	0%	0%	0%	0%	0%
	Not known	0%	0%	0%	0%	3%
SEXUALITY	Bisexual	0%	13%	0%	0%	14%
	Gay man	0%	6%	20%	0%	0%
	Gay woman/ Lesbian	0%	3%	0%	0%	3%
	Heterosexual/ Straight	83%	56%	40%	33%	40%
	Queer/Other	0%	6%	20%	0%	14%
	Not known	0%	3%	0%	0%	3%
	Prefer not to say	17%	13%	20%	67%	26%

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SOCIO-ECONOMIC BACKGROUND	Lower socio-economic	0%	13%	0%	33%	14%
	Intermediate	8%	6%	0%	0%	9%
	Higher socio-economic	83%	50%	40%	33%	69%
	Other	8%	28%	60%	0%	9%
	Prefer Not to Say	0%	3%	0%	33%	0%

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.

Please note: This year's 'staff' data does not include volunteers as our volunteer programme ended in March 2020.