

Spike Island

OUR 2021/22 WORKFORCE DEMOGRAPHICS

		BOARD	STAFF	FREELANCERS*	EXHIBITING/ COMMISSIONED ARTISTS*	PROGRAMME & ARTIST DEVELOPMENT CONTRIBUTORS*
ETHNICITY	Asian / Asian British	10%	0%	0%	20%	9%
	Black / Black British	0%	0%	0%	0%	11%
	Mixed race	20%	14%	9%	10%	4%
	White	70%	86%	91%	70%	67%
	Other ethnic group	0%	0%	0%	0%	9%
	Prefer not to say	0%	0%	0%	0%	0%
GENDER	Female (including trans women)	90%	71%	27%	89%	70%
	Male (including trans men)	10%	29%	73%	11%	21%
IDENTITY	Non-binary (e.g. androgyne)	0%	0%	0%	0%	7%
	Prefer not to say	0%	0%	0%	0%	2%
DISABILITY	Identify as a D/deaf or disabled person, or have a long term health condition	30%	20%	9%	22%	19%
	Non-disabled	70%	74%	82%	78%	72%
	Prefer not to say	0%	6%	9%	0%	7%
NEURO-DIVERSITY	Identify as neuro-divergent	20%	9%	18%	33%	12%
	Do not identify as neuro-divergent	80%	83%	55%	44%	72%
	Prefer not to say	0%	9%	9%	22%	12%
	Not known	0%	0%	18%	0%	5%
AGE	0-19	0%	0%	0%	0%	0%
	20-34	10%	66%	9%	11%	35%
	35-49	40%	26%	91%	67%	49%
	50-64	40%	9%	0%	11%	12%
	65-74	10%	0%	0%	11%	2%
	75+	0%	0%	0%	0%	0%
	Prefer not to say	0%	0%	0%	0%	2%
SEXUALITY	Bisexual	10%	20%	0%	22%	9%
	Gay man	0%	0%	0%	0%	0%
	Gay woman/ Lesbian	0%	0%	0%	11%	2%
	Heterosexual/ Straight	90%	57%	55%	44%	53%
	Queer/Other	0%	3%	9%	22%	19%
	Prefer not to say	0%	14%	36%	0%	16%
	Not known	0%	6%	0%	0%	0%

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		BOARD	STAFF	FREELANCE TECHNICIANS	EXHIBITING ARTISTS	EVENT CONTRIBUTORS
SOCIO- ECONOMIC BACKGROUND	Lower socio-economic	10%	11%	18%	11%	16%
	Intermediate	0%	6%	0%	0%	14%
	Higher socio-economic	90%	69%	55%	78%	60%
	Other	0%	3%	0%	0%	0%
	Prefer Not to Say	0%	11%	27%	11%	9%

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.