

Spike Island

OUR 2022/23 WORKFORCE DEMOGRAPHICS

		BOARD	STAFF	FREELANCERS*	EXHIBITING/ COMMISSIONED ARTISTS*	PROGRAMME/ ARTIST DEVELOPMENT CONTRIBUTORS*
ETHNICITY	Asian / Asian British	0%	0%	0%	0%	9%
	Black / Black British	0%	5%	0%	25%	6%
	Mixed race	9%	7%	8%	50%	13%
	White	91%	86%	92%	25%	67%
	Other ethnic group: Arab	0%	2%	0%	0%	6%
	Prefer not to say	0%	0%	0%	0%	0%
GENDER	Female (including trans women)	82%	70%	31%	50%	72%
	Male (including trans men)	18%	23.3%	62%	25%	14%
IDENTITY	Non-binary (e.g. androgyne)	0%	7%	8%	25%	10%
	Prefer not to say	0%	0%	0%	0%	1%
DISABILITY	Not known	0%	0%	0%	0%	1%
	Identify as a D/deaf or disabled person, or have a long-term health condition	18%	23%	8%	0%	10%
	Non-disabled	82%	70%	85%	100%	83%
	Prefer not to say	0%	5%	0%	0%	7%
AGE	Not known	0%	2%	8%	0%	0%
	0-19	0%	0%	0%	0%	0%
	20-34	0%	49%	31%	75%	35%
	35-49	45%	37%	69%	25%	45%
	50-64	36%	12%	0%	0%	19%
	65-74	18%	2%	0%	0%	1%
	75+	0%	0%	0%	0%	0%
SEXUALITY	Prefer not to say	0%	0%	0%	0%	0%
	Not known	0%	0%	0%	0%	0%
	Bisexual	0%	14%	0%	0%	9%
	Gay man	0%	0%	0%	0%	1%
	Gay woman/ Lesbian	0%	2%	0%	25%	4%
	Heterosexual/ Straight	91%	56%	54%	50%	48%
	Queer/Other	0%	5%	15%	0%	23%
	Prefer not to say	9%	21%	31%	25%	14%
Not known	0%	2%	0%	0%	0%	

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SOCIO-ECONOMIC BACKGROUND	Lower socio-economic	0%	14%	31%	50%	19%
	Intermediate	9%	5%	0%	0%	3%
	Higher socio-economic	91%	74%	62%	50%	71%
	Other	0%	0%	0%	0%	3%
	Prefer Not to Say	0%	7%	8%	0%	4%
NEURO-DIVERSITY	Count of Identify as neuro-divergent	18%	12%	30%	0%	17%
	Count of Do not identify as neuro-divergent	82%	77%	62%	100%	77%
	Count of Not known	0%	11%	8%	0%	6%

*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.