

Spike Island

OUR 2024/25 WORKFORCE DEMOGRAPHICS

		Board	Staff	Freelancers*
Ethnicity	White	82%	76%	88%
	Mixed Race	9%	11%	13%
	Black/Black British	9%	7%	0%
	Asian/Asian British	0%	0%	0%
	Other ethnic group	0%	2%	0%
	Prefer not to say	0%	0%	0%
Gender Identity	Woman (including trans women)	82%	69%	38%
	Man (including trans men)	18%	13%	50%
	Non-Binary	0%	16%	0%
	Other gender identity	0%	2%	13%
	Prefer not to say	0%	0%	0%
Disability	Identify as a deaf or disabled person, or have a long term health condition	9%	22%	13%
	Do not identify as disabled person	91%	73%	88%
	Not known	0%	4%	0%
Neurodiversity	Identify as neuro-divergent	27%	33%	50%
	Do not identify as neuro-divergent	73%	56%	50%
	Prefer Not to Say	0%	11%	0%
	Not known	0%	0%	0%
Age	0-19	0%	0%	0%
	20-34	18%	53%	13%
	35-49	27%	31%	75%
	50-64	36%	13%	13%
	65-74	18%	2%	0%
	Not Known	0%	0%	0%

		Board	Staff	Freelancers*
SEXUALITY	Heterosexual/Straight	82%	51%	63%
	Bisexual	0%	16%	0%
	Gay	0%	0%	0%
	Lesbian	0%	2%	0%
	Queer	0%	22%	25%
	Other	0%	2%	13%
	Prefer not to say	18%	7%	0%
SOCIO-ECONOMIC	Lower socio-economic	9%	11%	11%
	Intermediate	0%	9%	25%
	Higher socio-economic	82%	68%	63%
	Other	9%	5%	0%
	Prefer Not to Say	0%	7%	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.