



# Tate Gallery Workforce Diversity Profile 2021/22

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# INTRODUCTION

Tate aims to serve as artistically adventurous and culturally inclusive global art museums. Our people are central to this purpose.

Our goal is for our workforce to more closely reflect the communities we serve. Publishing Workforce Diversity Profiles allows us to track change and target action to achieve this goal.

This report sets out Tate's workforce diversity data profile across the categories of age, disability, ethnicity, gender, religion and belief, and sexual orientation. The profiles for Tate Commerce and Tate Eats are reported separately.

Tate's People and Culture Strategy (2022-7) embeds our commitment to Equality, Diversity & Inclusion with the aim of driving sustainable change, innovation and impact across Tate and supporting the priorities of achieving real change in who works for Tate, and how they are looked after when they do so.



# SUMMARY

As of 31 March 2022

- Tate Gallery employed 850 people
- 11% of the workforce were on fixed-term contracts and 89% on permanent contracts
- 66% of staff were full-time and 34% were part-time
- 86% of the workforce were based at London sites (Tate Britain, Tate Modern and Tate Stores) and 14% were based in Liverpool and St Ives
- 35 different nationalities were represented in the workforce
- 58% of the workforce were female
- 18% of the workforce were from a Black, Asian, Mixed or other Ethnic group
- The largest age group was aged between 31-40 (35%) and the smallest age group was 66+ (2%)
- 27% of the workforce was aged 16-30
- 6% of the workforce identified as having a disability
- 14% of the workforce identified as Lesbian, Gay or Bisexual.

# SUPPORTING EQUALITY, DIVERSITY AND INCLUSION

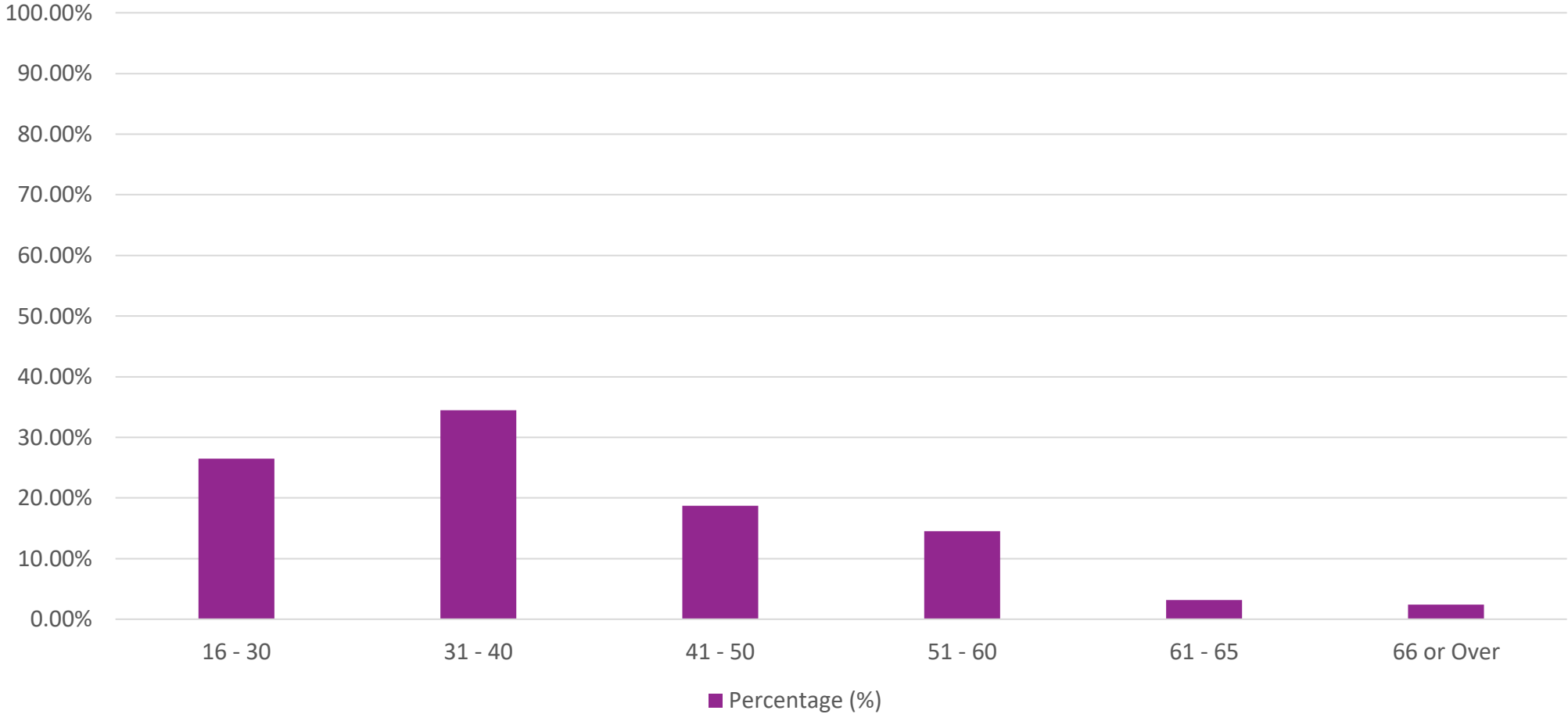
- Monitoring our workforce diversity allows us to track progress against Tate's organisational priorities of achieving real change in who works for Tate, and our goal of having a workforce that more closely reflects the communities we serve.
- Tate's People and Culture Strategy further embeds our commitment to Equality, Diversity, and Inclusion, with the aim of driving sustainable change, innovation and impact across Tate.
- This year, as part of the strategy, we have set workforce diversity targets for the first time for ethnicity and disability representation.
- We aim to increase ethnicity representation in Tate Gallery's workforce at all levels of the organisation. Tate Gallery's overall Black, Asian, Mixed and Other ethnicity representation is 18% in 2022. We aim to increase this to at least 21% by April 2025, and at least 25% by April 2027.
- We aim to increase the disability representation in Tate Gallery's workforce at all levels of the organisation. Tate Gallery's overall disability representation is 6% in 2022. We aim to increase this to at least 7% by April 2025, and at least 10% by 2027.
- Our BAME, disABILITY, Parents & Carers and LGBTQIA+ Staff Networks play an important role in supporting and maintaining a diverse and inclusive culture at Tate. This year we have delivered a new skills development programme for our Staff Network Co-Chairs.
- We have mandatory and additional Learning & Development resources for all colleagues. This includes elements of our induction programme for new employees and further options including workshop sessions and a programme designed for leadership teams. These aim to raise awareness, provide support and enable all employees to contribute to Tate's vision to serve as artistically adventurous and culturally inclusive global art museums.

# Summary as of 31 March 2022

<b>Number of people employed:</b>	850
<b>% Of workforce by contract type:</b>	
Fixed Term	10.90%
Permanent	89.10%
<b>% Of the workforce by location:</b>	
Full- Time	66.40%
Part-Time	33.60%
Zero-hour	N/A
<b>% Of the workforce by location:</b>	
Based at London Sites	85.60%
Based at sites outside of London	14.40%
<b>Number of different nationalities represented in the workforce:</b>	
	35

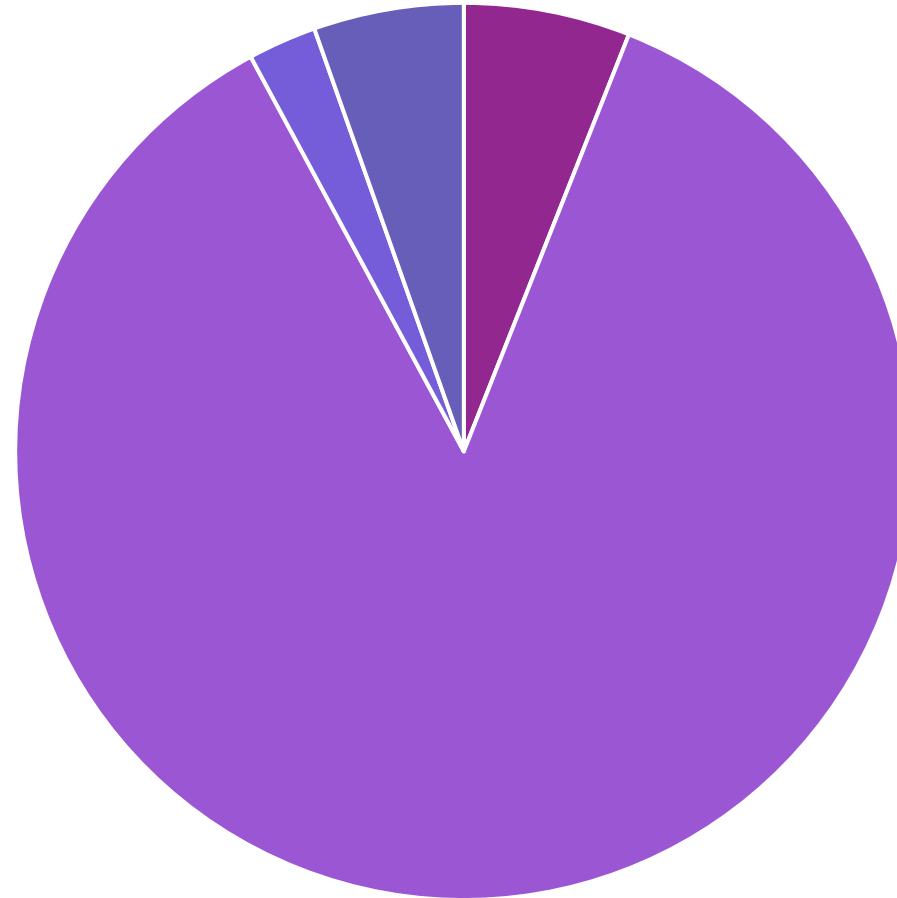
# Age Workforce Data for Tate Gallery

Age	Percentage (%)
16 - 30	26.50%
31 - 40	34.50%
41 - 50	18.70%
51 - 60	14.50%
61 - 65	3.20%
66 or Over	2.45%



## Disability Workforce Data for Tate Gallery

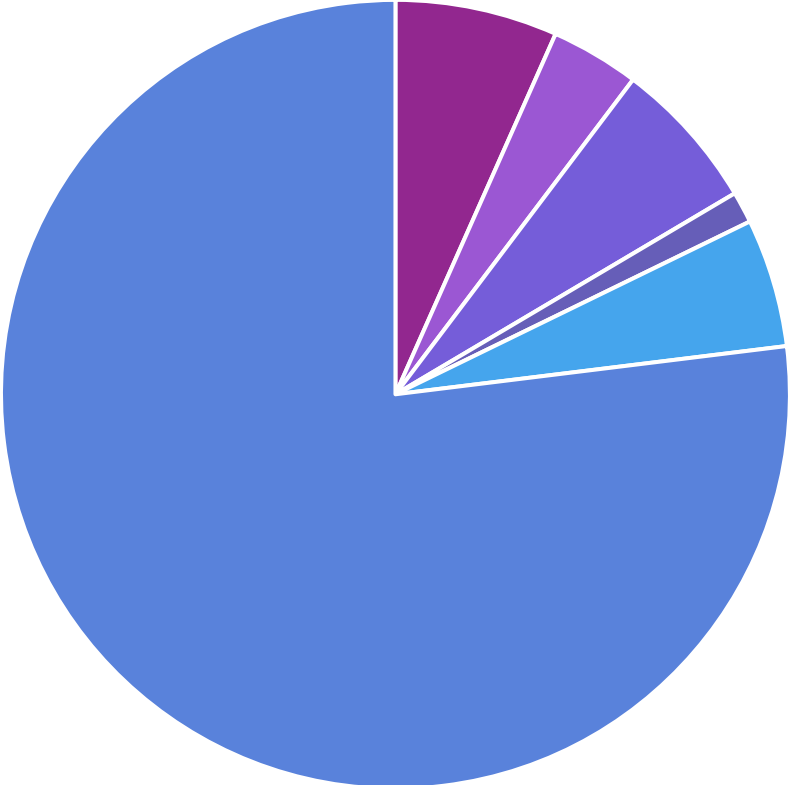
Disability	Percentage (%)
Disabled	6%
Not Disabled	86.10%
Not Stated	2.47%
Prefer not to say	5.41%



■ Disabled ■ Not Disabled ■ Not Stated ■ Prefer not to say

Ethnicity	Percentage (%)
Asian	6.66%
Black	3.64%
Mixed	6.20%
Other Ethnic Group	1.29%
Prefer not to say	5.27%
White	77%

Ethnicity Workforce Data for Tate Gallery

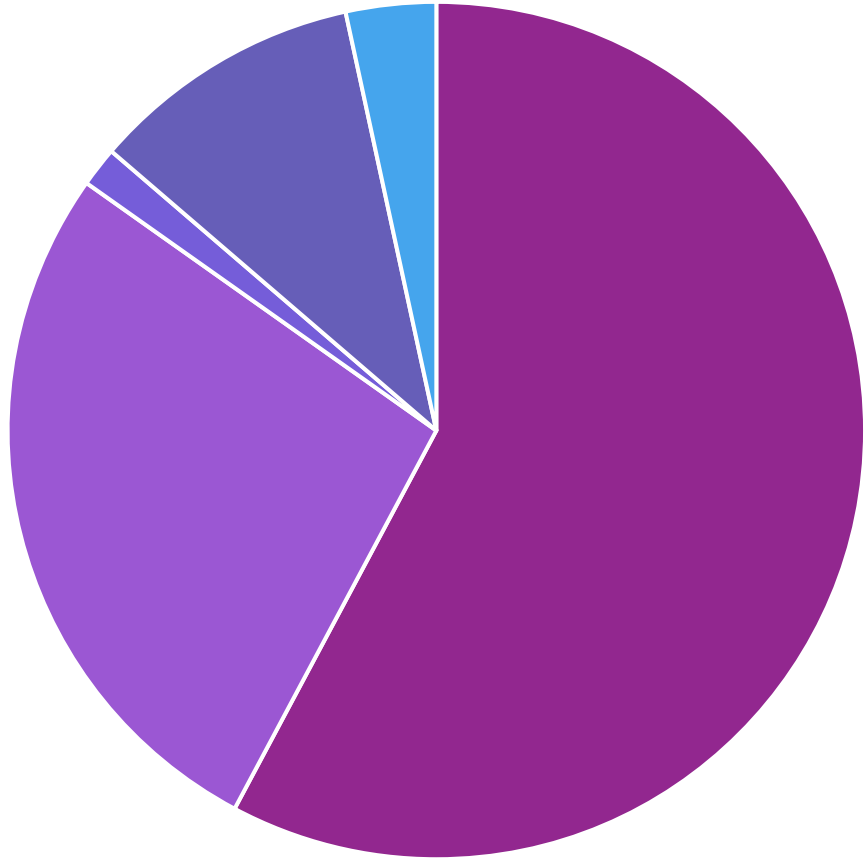


- Asian
- Black
- Mixed
- Other Ethnic Group
- Prefer not to say
- White



Gender	Percentage (%)
Woman	57.80%
Man	27.00%
Other Gender Identity	1.50%
Not Stated	10.30%
Prefer not to say	3.40%

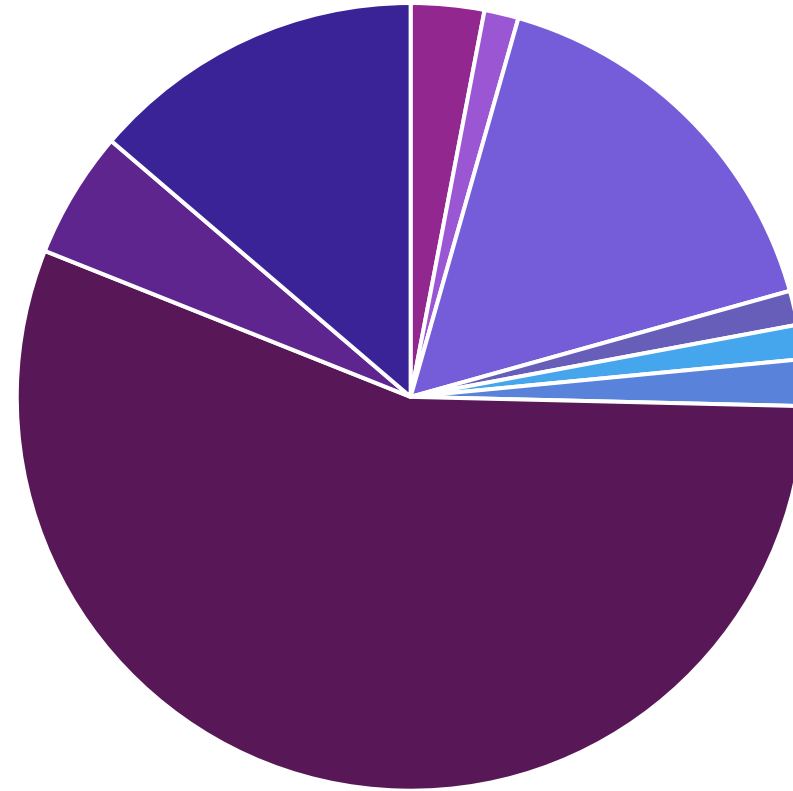
Gender Workforce Data for Tate Gallery



- Woman
- Man
- Other Gender Identity
- Not Stated
- Prefer not to say

Religion and Belief	Percentage (%)
Any other Religion/Belief	3%
Buddhist	1.40%
Christian	16.20%
Hindu/Sikh	1.40%
Jewish	1.40%
Muslim	1.90%
No Religion/Belief	55.50%
Not Stated	5.20%
Prefer not to say	13.70%

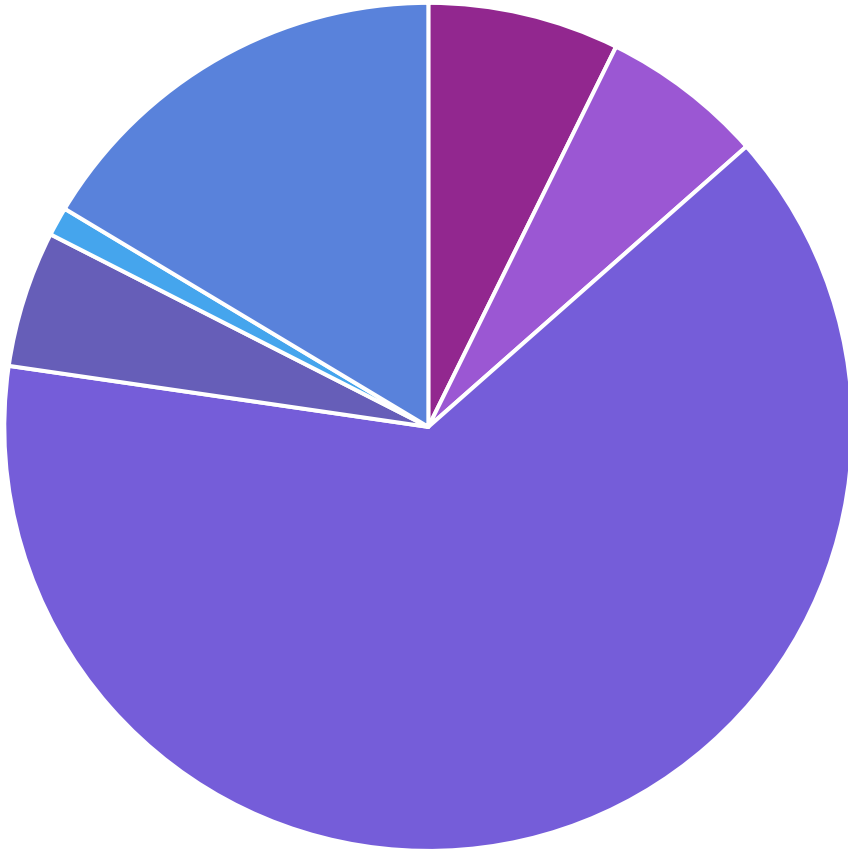
## Religion and Belief Workforce Data for Tate Gallery



- Any other Religion/Belief
- Buddhist
- Christian
- Hindu/Sikh
- Jewish
- Muslim
- No Religion/Belief
- Not Stated
- Prefer not to say

Sexual Orientation	Percentage (%)
Bisexual	7.30%
Gay or Lesbian	6.20%
Heterosexual/Straight	63.80%
Not Stated	5.20%
Other	1.1%
Prefer not to say	16.40%

Sexual Orientation Workforce Data for Tate Gallery



- Bisexual
- Gay or Lesbian
- Heterosexual/Straight
- Not Stated
- Other
- Prefer not to say

# GUIDE TO THE DATA

- We have presented this data in charts and tables based on the data we hold
- To ensure that we understand our workforce, all those applying for roles at Tate are asked to complete a Diversity Monitoring Questionnaire
- Data is held confidentially and remains anonymous. Staff are asked to check and update the data we hold every two years
- Currently 89% of our workforce has completed the Diversity Monitoring Questionnaire
- Tate's Workforce Diversity Profiles for 2021-2 report ethnic groups in line with the Census. We have separated Black, Asian, Mixed and Other ethnic groups to provide a detailed representation of the data we collect
- Our colleagues are not obliged to provide this information and we offer a 'Prefer not to say' option for all questions
- We will continue to monitor data collection rates and aim to maintain and increase reporting levels across all characteristics.