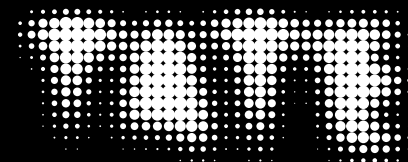


WORKFORCE DIVERSITY PROFILE 2022–23

TATE GALLERY



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



UNIQLO Tate Play Rasheed Araeen: *Zero To Infinity*. Photo © Tate (Lucy Green)

SUPPORTING EQUALITY, DIVERSITY AND INCLUSION

- Tate’s People and Culture Strategy (2022–27) 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.
- Last year, as part of the strategy, we set workforce diversity targets. We aim to increase representation of colleagues identifying within Asian, Black, Mixed or Other ethnic groups (from 17.8% in 2021–22) to at least 21% by April 2025, and at least 25% by April 2027. Representation in this category has increased by 0.8% to 18.6% in 2022–23.
- We aim to increase our workforce representation of colleagues identifying as disabled (from 6% in 2022) to at least 7% by April 2025, and at least 10% by 2027. Representation in this category increased by 1% over the past year and will be reviewed now the minimum has been met.
- Our BAME, disABILITY, LGBTQIA+ and Parents & Carers Networks play an important role in supporting and maintaining a diverse and inclusive culture at Tate. This year we have completed a new skills development programme for our 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 31ST MARCH 2023

- Tate Gallery employed 915 people.
- 14% of the workforce were on fixed term contracts and 86% on permanent contracts.
- 75.7% of staff were full time and 24.3% were part time.
- 86.7% of the workforce were based at London sites (Tate Britain, Tate Modern and Tate Store) and 13.3% were based in Liverpool and St Ives.
- 41 different nationalities were represented in the workforce.
- 59% of the workforce were female.
- 18.6% of the workforce were from Asian, Black, Mixed or other Ethnic groups.
- The largest age group was aged between 31–40 (32.6%) and the smallest age group was 66+ (2.2%).
- 27% of the workforce was aged 18–30.
- 7% of the workforce identified as disabled.
- 15.3% of the workforce identified as Bisexual, Gay, Lesbian or other sexual orientation.

SUMMARY AS OF 31ST MARCH 2023

% OF WORKFORCE BY CONTRACT TYPE

FIXED TERM	14.02%
PERMANENT	85.98%
FULL TIME	75.73%
PART TIME	24.27%
ZERO HOUR	N/A

% OF THE WORKFORCE BY LOCATION:

BASED AT LONDON SITES	86.65%
BASED AT SITES OUTSIDE OF LONDON	13.35%

PEOPLE EMPLOYED

915

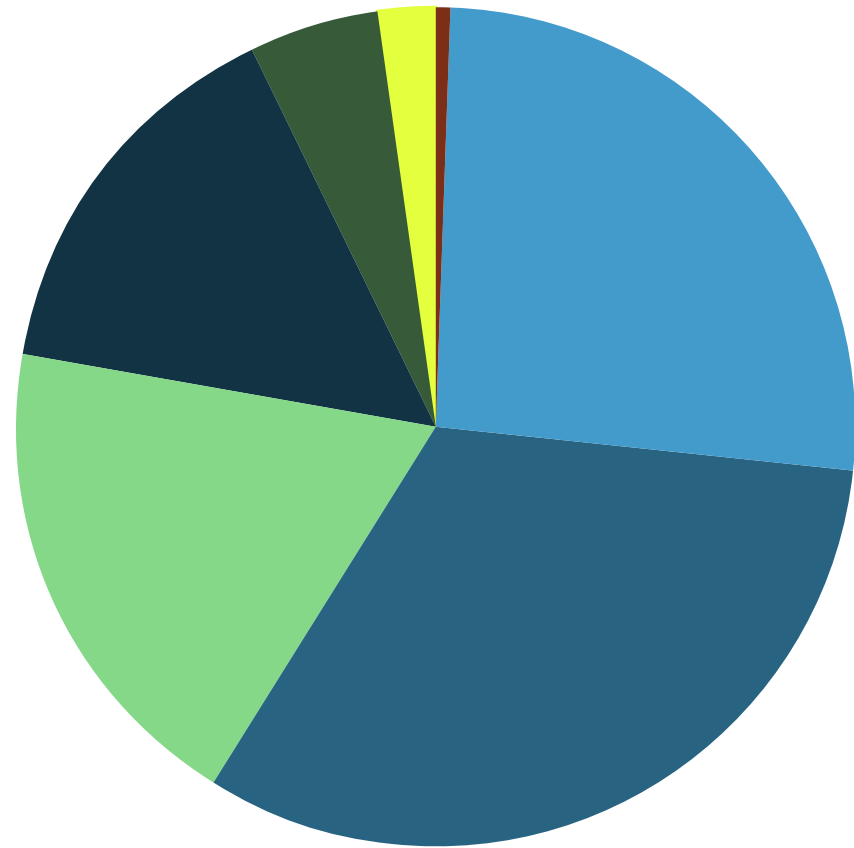
DIFFERENT NATIONALITIES REPRESENTED IN THE WORKFORCE

41

AGE

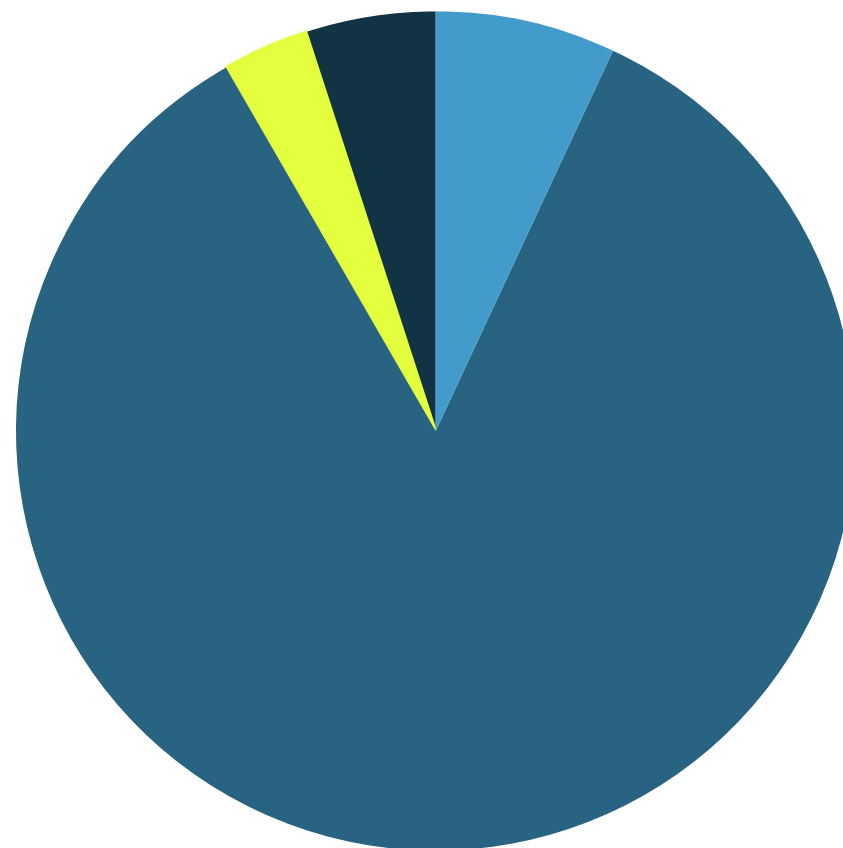
WORKFORCE DATA FOR TATE GALLERY

18-21	0.66%
22-30	26.37%
31-40	32.60%
41-50	18.93%
51-60	15.21%
61-65	4.05%
66 AND OVER	2.18%



DISABILITY WORKFORCE DATA FOR TATE GALLERY

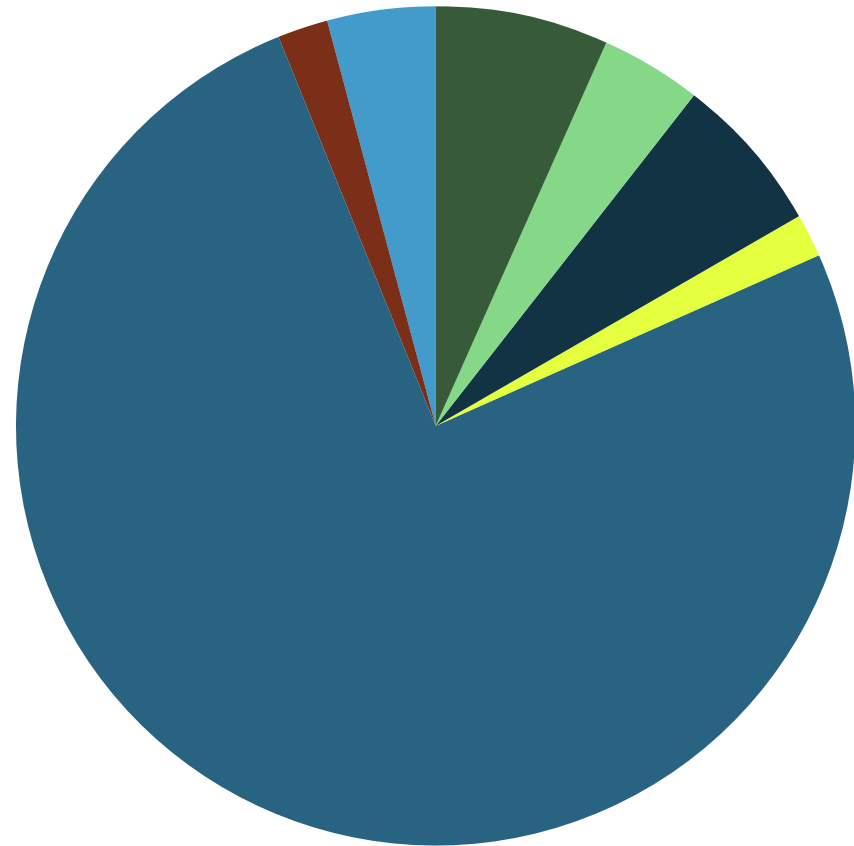
■ DISABLED	7.00%
■ NOT DISABLED	84.68%
■ NOT STATED	3.50%
■ PREFER NOT TO SAY	4.81%



ETHNICITY

WORKFORCE DATA FOR TATE GALLERY

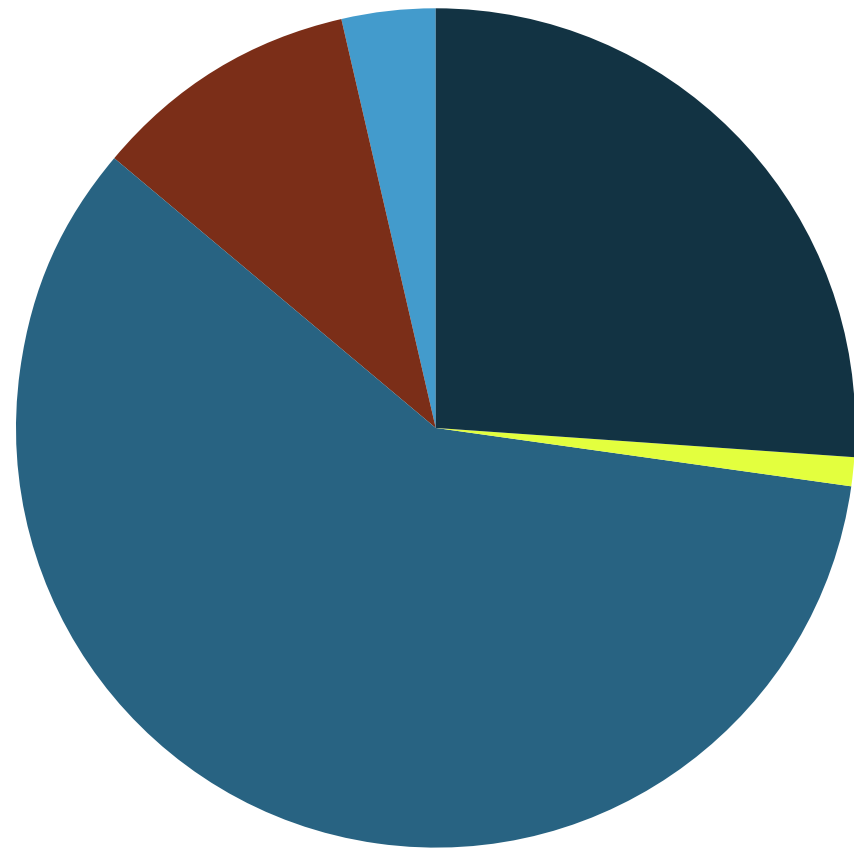
ASIAN	6.89%
BLACK	3.72%
MIXED	6.24%
OTHER ETHNIC GROUP	1.75%
WHITE	75.49%
NOT STATED	1.75%
PREFER NOT TO SAY	4.16%



GENDER

WORKFORCE DATA FOR TATE GALLERY

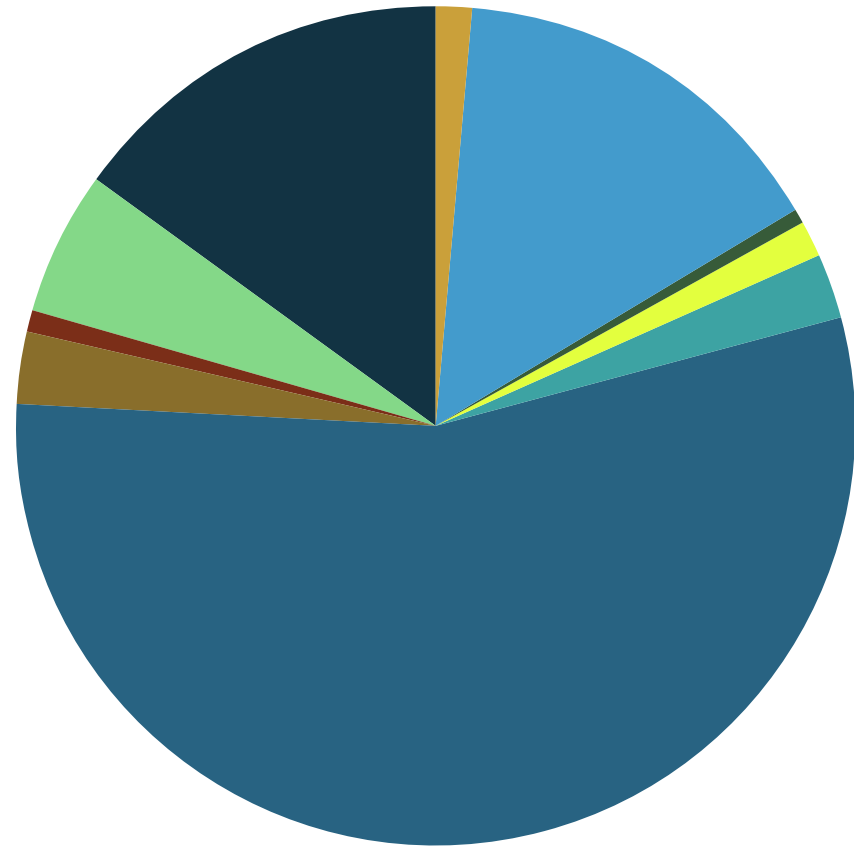
MAN	26.26%
OTHER GENDER IDENTITY	1.09%
WOMAN	58.97%
NOT STATED	10.18%
PREFER NOT TO SAY	3.50%



RELIGION

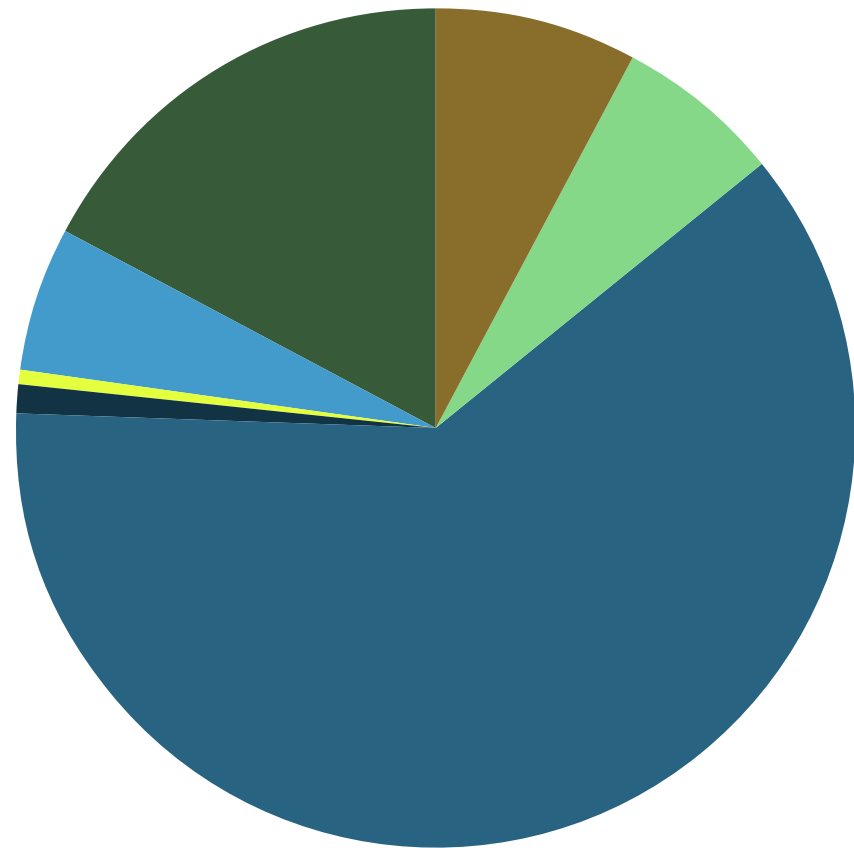
WORKFORCE DATA FOR TATE GALLERY

BUDDHIST	1.53%
CHRISTIAN	15.10%
HINDU	0.55%
JEWISH	1.42%
MUSLIM	2.41%
NO RELIGION	55.03%
OTHER	2.84%
SIKH	0.66%
NOT STATED	5.47%
PREFER NOT TO SAY	14.99%



SEXUAL ORIENTATION WORKFORCE DATA FOR TATE GALLERY

BISEXUAL	7.88%
GAY OR LESBIAN	6.35%
HETEROSEXUAL	61.60%
OTHER	1.09%
PREFER TO SELF-DESCRIBE	0.55%
NOT STATED	5.58%
PREFER NOT TO SAY	16.96%



LOCATION

WORKFORCE DATA FOR TATE GALLERY

 TATE BRITAIN	57.55%
 TATE LIVERPOOL	6.13%
 TATE MODERN	22.21%
 TATE ST IVES	7.22%
 TATE STORE	6.89%



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 will be asked to check and update the data we hold every two years.
- Data totals are not displayed in the charts. These may vary within 0.01% of 100% due to the rounding of figures to two decimal places.
- Tate's Workforce Diversity Profiles for 2022–23 report ethnic groups in line with Census 2021. We have separated Asian, Black, 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.