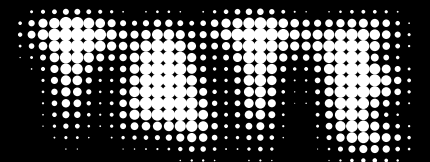


# WORKFORCE DIVERSITY PROFILE 2024–25

TATE COMMERCE



# 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 Eats and Tate Gallery are reported separately.



*Balraj Khanna, Saffron Field, 1967* Tate. Purchased with funds provided by Tate International Council and the Nicholas Themans Trust 2024 © Courtesy of the estate of Balraj Khanna

# SUMMARY

## AS OF 31ST MARCH 2025

- Tate Commerce employed 184 people.
- 18.5% of the workforce were on fixed-term contracts and 81.5% on permanent contracts.
- 43.5% of staff were full-time, 35.3% part-time and 21.2% were on zero-hours contracts.
- 94% of the workforce were based at London sites and 6% were based in Liverpool and St Ives.
- 17 different nationalities were represented in the workforce.
- 55.4% of the workforce were women.
- 32.1% of the workforce were from a Black, Asian, Mixed or other Ethnic group.
- The largest age group was aged between 31-40 (33.7%) and the smallest age group was 66 & over (2.2%).
- 6.52% of the workforce identified as disabled.
- 14.7% of the workforce identified as Lesbian, Gay, Bisexual or Queer.

# 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.
- This aim is in line with Tate’s mission to increase the public’s enjoyment and understanding of British art from the sixteenth century to the present day and of international modern and contemporary art.
- Tate’s People and Culture Strategy (2022-27) further embeds our commitment to Equality, Diversity, and Inclusion, with the aim of driving sustainable change, innovation and impact across Tate.
- Our BAME, disABILITY, Parents & Carers and LGBTQIA+ networks play an important role in supporting and maintaining a diverse and inclusive culture at Tate.
- We have a wide range of Learning and Development resources for all colleagues. This includes workshops, one-off sessions and a programme for leadership teams which are designed to support an inclusive culture.
- We are continually reviewing recruitment practices, with the aim of reaching a wider, diverse candidate pool.
- We have partnered with Phoenix College, to offer work experience opportunities to students with Autism within our Retail outlets. They rolled out Autism Acceptance training sessions to our colleagues across Tate.

# SUMMARY

## AS OF 31ST MARCH 2024

### % OF WORKFORCE BY CONTRACT TYPE

FIXED TERM	18.48%
PERMANENT	81.52%
FULL TIME	43.48%
PART TIME	35.33%
ZERO HOUR	21.20%

### % OF THE WORKFORCE BY LOCATION:

BASED AT LONDON SITES	94.02%
BASED AT SITES OUTSIDE OF LONDON	5.98%

### PEOPLE EMPLOYED

184

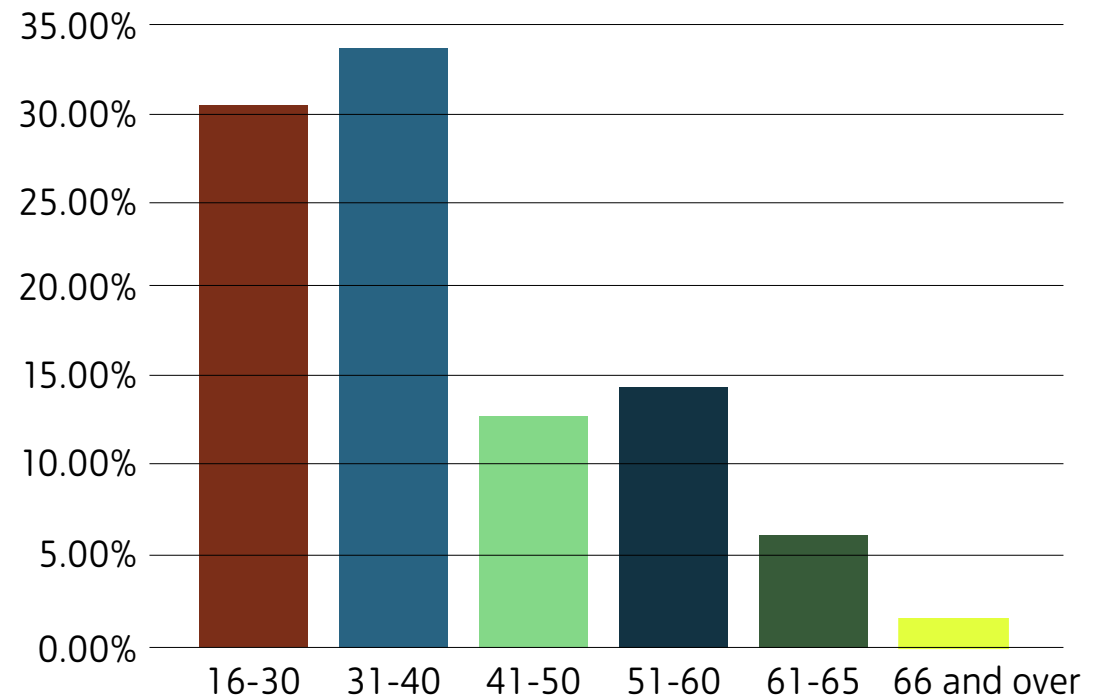
### NUMBER OF DIFFERENT NATIONALITIES REPRESENTED IN THE WORKFORCE:

17

# AGE

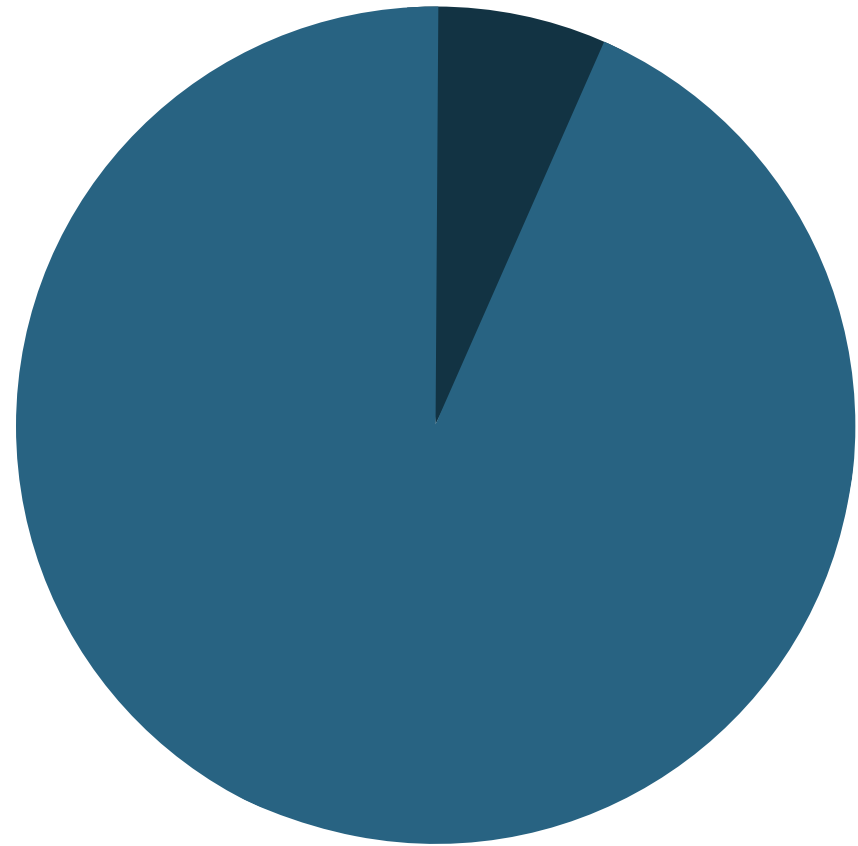
## WORKFORCE DATA FOR TATE COMMERCE

16-30	30.43%
31-40	33.70%
41-50	13.04%
51-60	14.67%
61-65	5.98%
66 AND OVER	2.17%



# DISABILITY WORKFORCE DATA FOR TATE COMMERCE

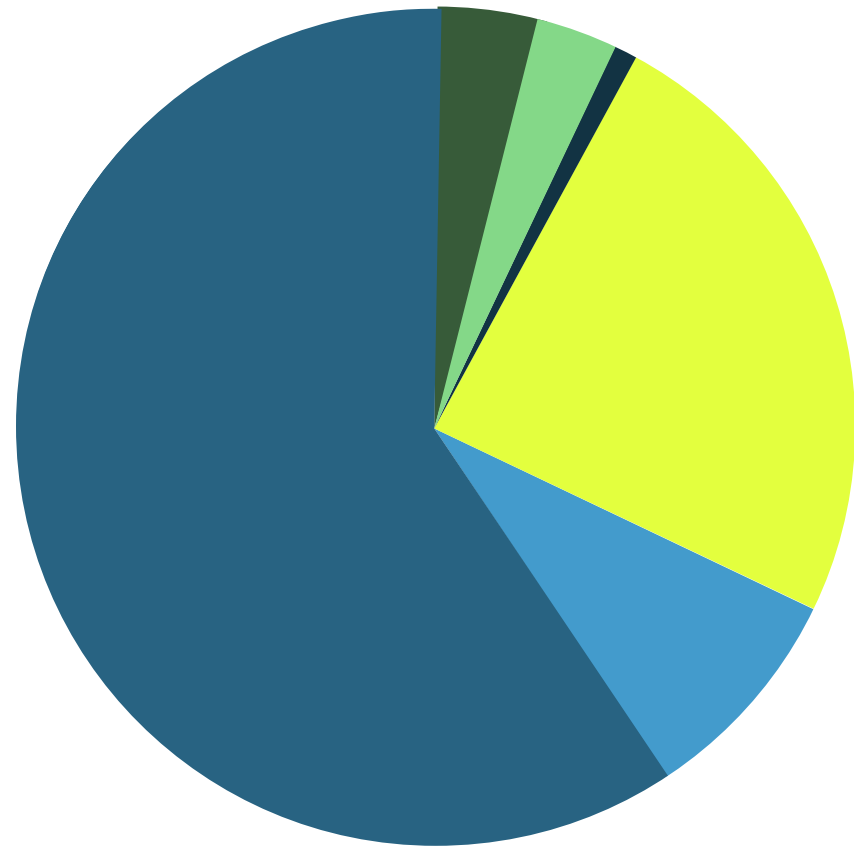
■ DISABLED	6.52%
■ NOT DISABLED	93.48%
■ NOT STATED	0.00%
■ PREFER NOT TO SAY	0.00%



# ETHNICITY

## WORKFORCE DATA FOR TATE COMMERCE

ASIAN	4.35%
BLACK	2.72%
MIXED	0.54%
OTHER ETHNIC GROUP	24.46%
PREFER NOT TO SAY	8.70%
WHITE	59.24%

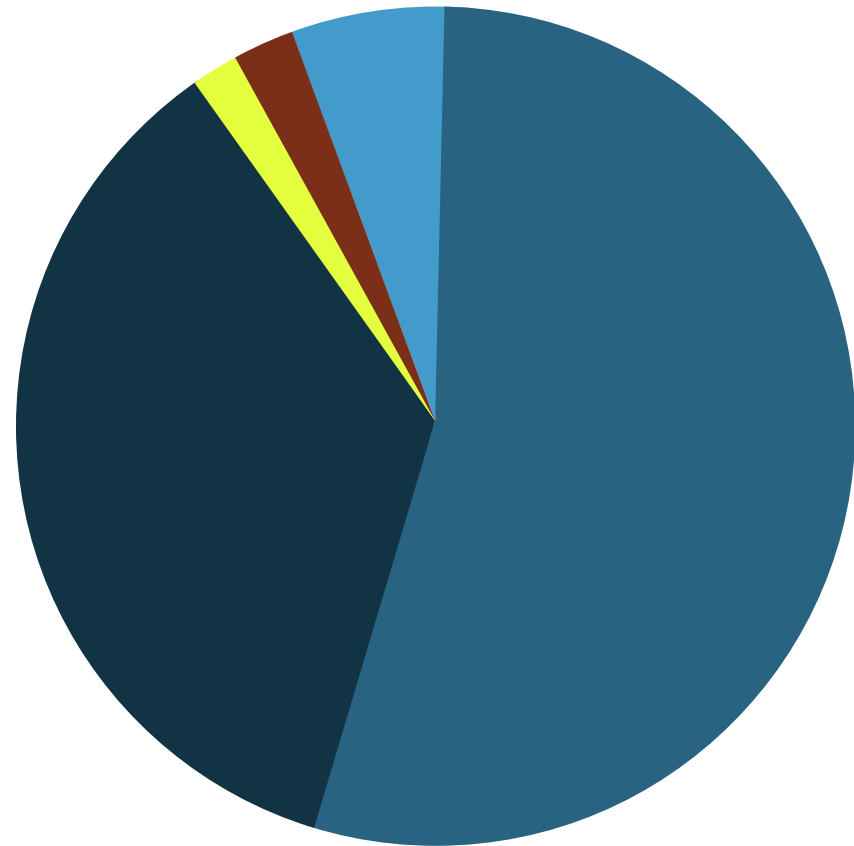




# GENDER

## WORKFORCE DATA FOR TATE COMMERCE

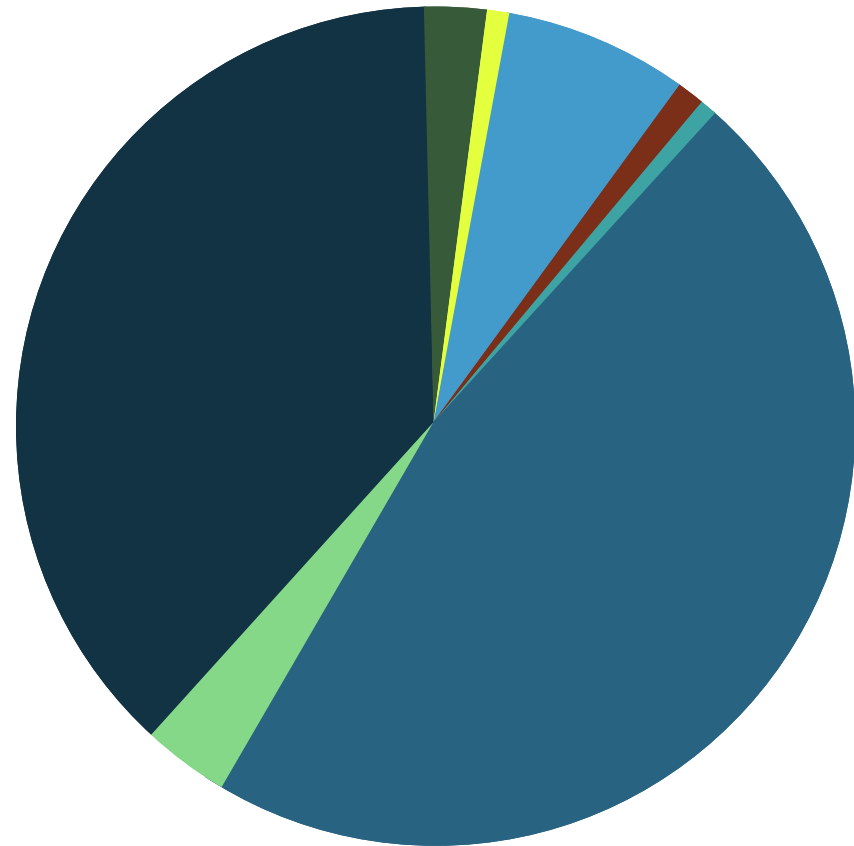
MAN	34.78%
NOT STATED	1.63%
OTHER GENDER IDENTITY	1.63%
PREFER NOT TO SAY	6.52%
WOMAN	55.43%



# RELIGION

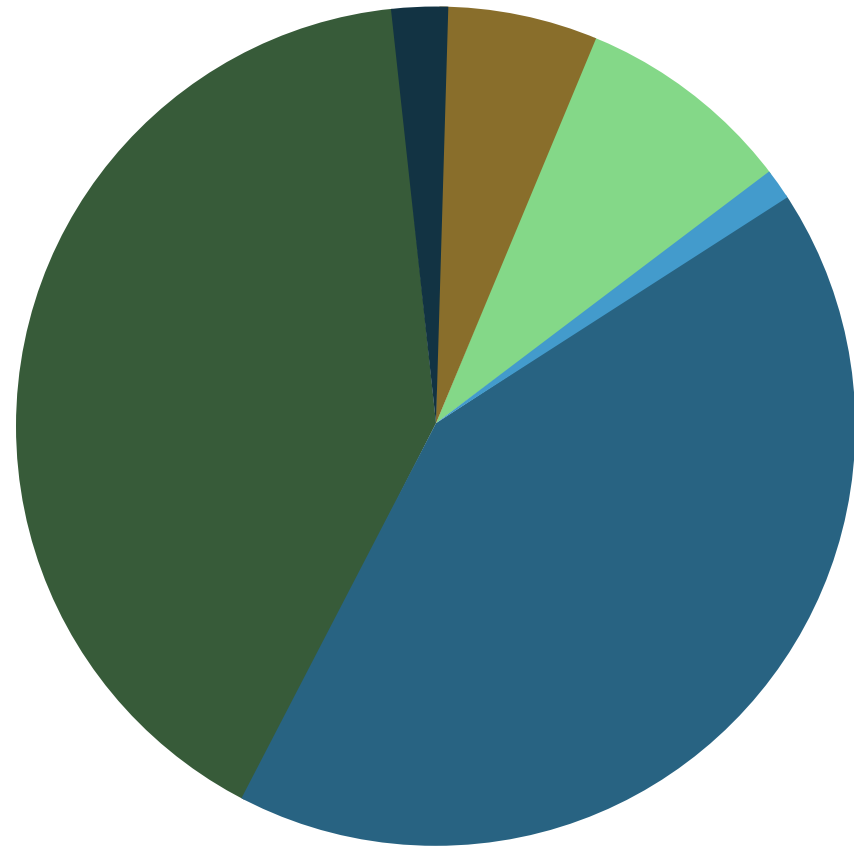
## WORKFORCE DATA FOR TATE COMMERCE

ATHEISM	2.17%
CATHOLIC	0.54%
CHRISTIAN	7.61%
HINDU / SIKH	0.54%
MUSLIM	0.54%
NO RELIGION / BELIEF	47.83%
NOT STATED	2.17%
PREFER NOT TO SAY	38.59%



# SEXUAL ORIENTATION WORKFORCE DATA FOR TATE COMMERCE

BISEXUAL	5.98%
GAY OR LESBIAN	8.70%
HETEROSEXUAL	41.85%
NOT STATED	1.63%
PANSEXUAL	1.09%
PREFER NOT TO SAY	40.76%



# 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 99% of our workforce has completed the Diversity Monitoring Questionnaire.
- Tate's Workforce Diversity Profiles for 2024-25 report data categories in line with Census 2021 wherever possible.
- 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.
- Data totals are not shown. These vary within 0.01% of 100% due to the rounding of figures to two decimal places.