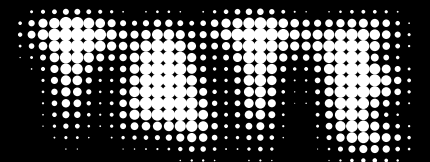


WORKFORCE DIVERSITY PROFILE 2024–25

TATE EATS



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 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 Eats employed 228 people.
- 2.2% of the workforce were on fixed-term contracts and 97.8% on permanent contracts.
- 38.7% of staff were full-time, 42.5% part-time and 19.3% were on zero-hours contracts.
- 93% of the workforce were based at London sites and 7% were based in Liverpool and St Ives.
- 31 different nationalities were represented in the workforce.
- 49.6% of the workforce were women.
- 33% of the workforce were from a Black, Asian, Mixed or other Ethnic group.
- The largest age group was aged between 16-30 (48.3%) and the smallest age group was 61-65 (1.3%).
- 6.1% of the workforce identified as disabled.
- 14.5% 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 Catering outlets. They rolled out Autism Acceptance training sessions to our colleagues across Tate.

SUMMARY

AS OF 31ST MARCH 2025

% OF WORKFORCE BY CONTRACT TYPE

FIXED TERM	2.19%
PERMANENT	97.81%
FULL TIME	38.16%
PART TIME	42.54%
ZERO HOUR	19.30%

% OF THE WORKFORCE BY LOCATION:

BASED AT LONDON SITES	92.98%
BASED AT SITES OUTSIDE OF LONDON	7.02%

PEOPLE EMPLOYED

228

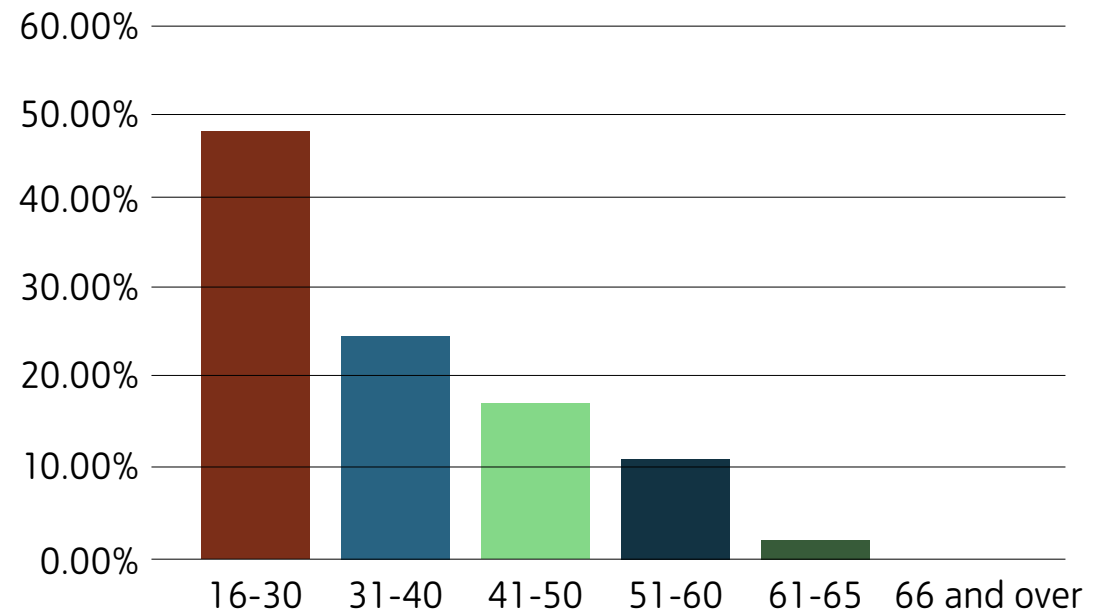
NUMBER OF DIFFERENT NATIONALITIES REPRESENTED IN THE WORKFORCE:

31

AGE

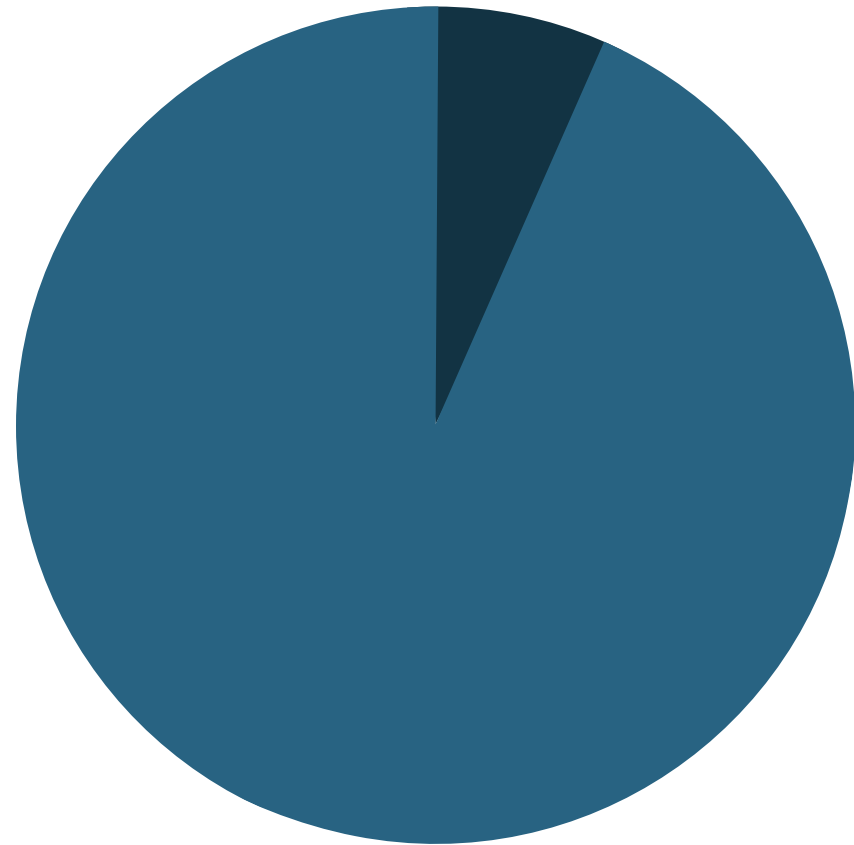
WORKFORCE DATA FOR TATE EATS

16-30	48.25%
31-40	23.25%
41-50	16.23%
51-60	10.96%
61-65	1.32%
66 AND OVER	0.00%



DISABILITY WORKFORCE DATA FOR TATE EATS

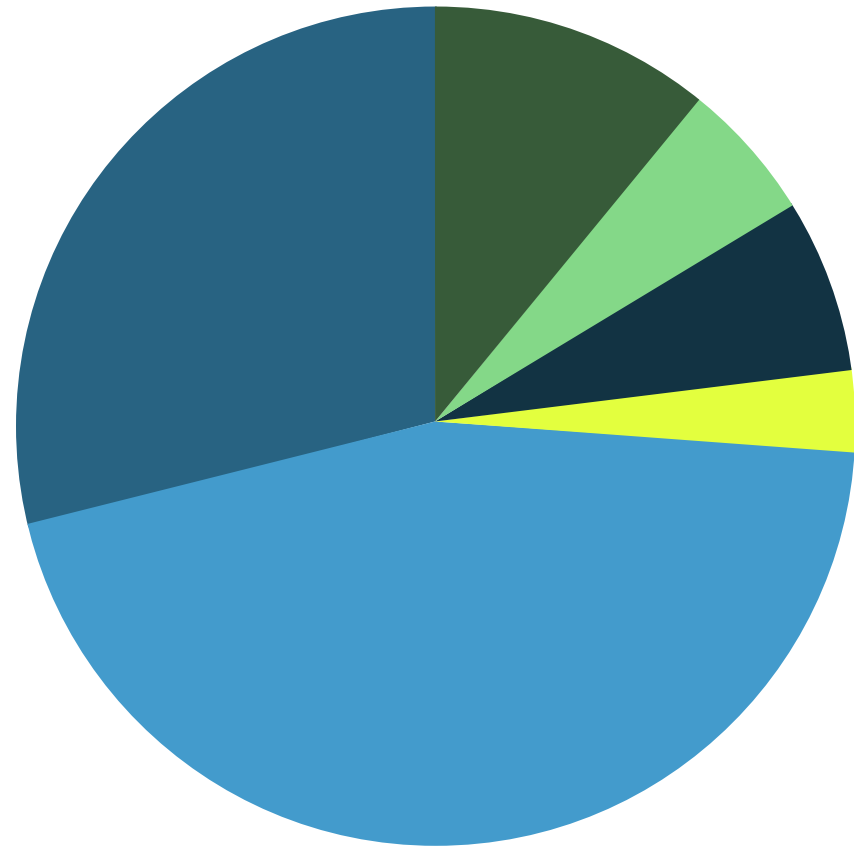
■ DISABLED	6.14%
■ NOT DISABLED	93.86%
■ NOT STATED	0.00%
■ PREFER NOT TO SAY	0.00%



ETHNICITY

WORKFORCE DATA FOR TATE EATS

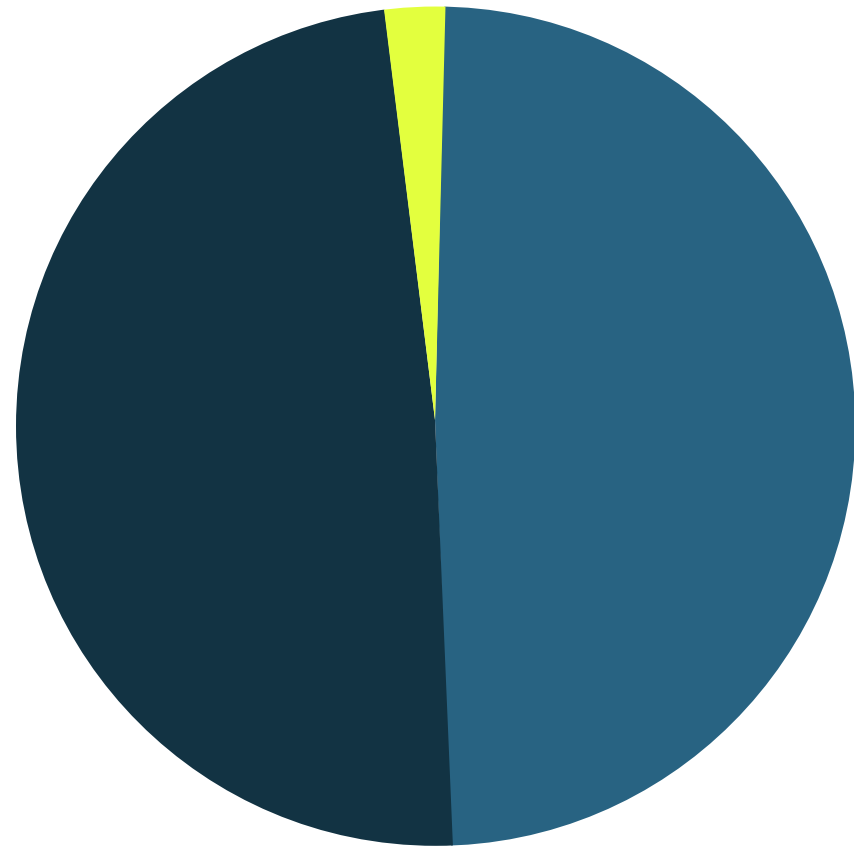
ASIAN	14.04%
BLACK	6.58%
MIXED	8.33%
OTHER ETHNIC GROUP	3.95%
PREFER NOT TO SAY	8.77%
WHITE	58.33%



GENDER

WORKFORCE DATA FOR TATE EATS

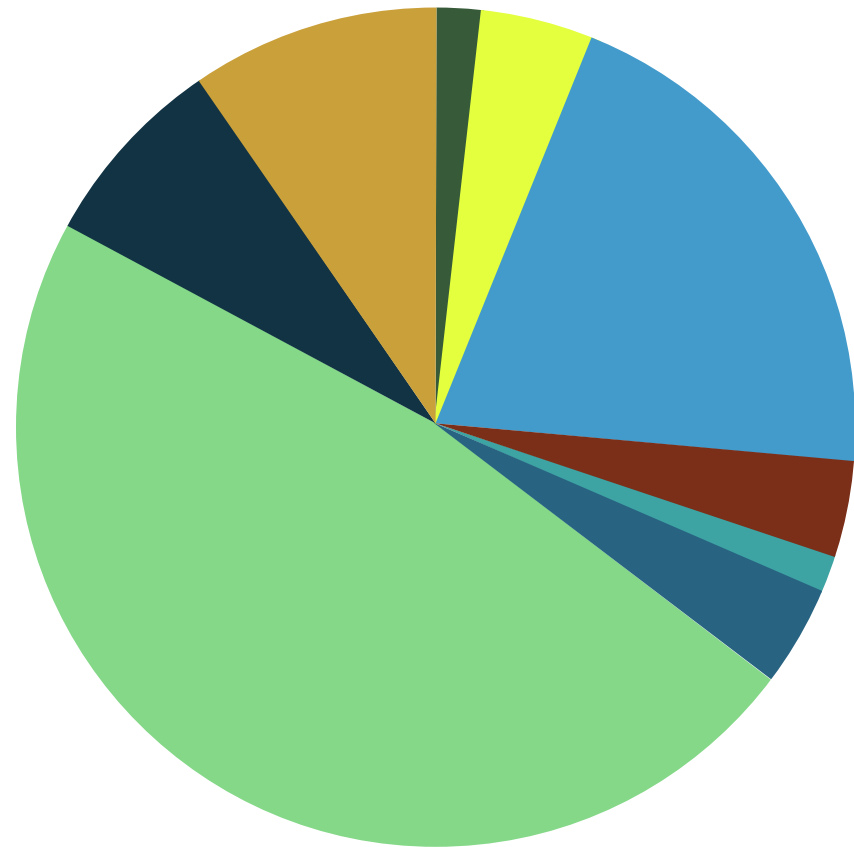
MAN	48.68%
NOT STATED	0.00%
OTHER GENDER IDENTITY	1.76%
PREFER NOT TO SAY	0.00%
WOMAN	49.56%



RELIGION

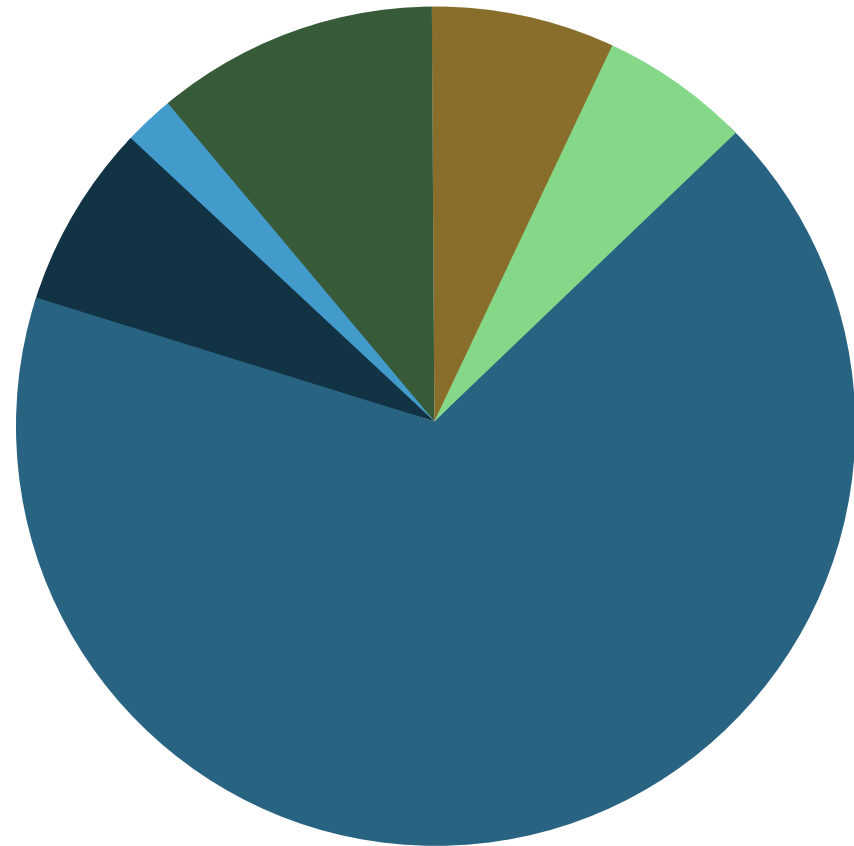
WORKFORCE DATA FOR TATE EATS

BUDDHIST	4.39%
CHRISTIAN	20.18%
HINDU / SIKH	3.51%
JEWISH	1.32%
MUSLIM	3.95%
NO RELIGION	47.81%
NOT STATED	7.46%
OTHER	1.76%
PREFER NOT TO SAY	9.65%



SEXUAL ORIENTATION WORKFORCE DATA FOR TATE EATS

BISEXUAL	7.02%
GAY OR LESBIAN	5.70%
HETEROSEXUAL	67.11%
NOT STATED	7.46%
OTHER	1.76%
PREFER NOT TO SAY	10.96%



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.
- Data totals are not shown. These vary within 0.03% of 100% due to the rounding of figures to two decimal places.
- 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.
- Currently 93% of our workforce has completed the Diversity Monitoring Questionnaire.