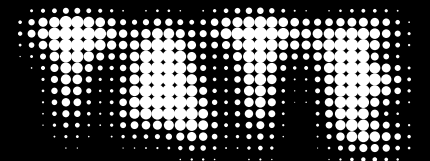


# WORKFORCE DIVERSITY PROFILE 2024–25

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 profiles allows us to track change and target action to achieve this goal.

This report sets out Tate Gallery's workforce data across the categories of age, disability, ethnic group, gender, religion and belief, and sexual orientation, and also details the site locations and contract types of employees. The profiles for Tate Eats and Tate Commerce 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 Gallery employed 933 people.
- 12.9% of the workforce were on fixed term contracts and 87.1% on permanent contracts.
- 77% of staff were full time and 23% were part time.
- 88% of the workforce were based at London sites (Tate Britain, Tate Modern and Tate Store) and 12% were based in Liverpool and St Ives.
- 47 different nationalities were represented in the workforce.
- 61.3% of the workforce were women.
- The largest age group was aged between 31–40 (33.8%) and the smallest age group was 66 and over (2.5%).
- 26% of the workforce was aged 18–30.
- 8.7% of the workforce identified as disabled.
- 20.5% of the workforce were from Asian, Black, Mixed or Other Ethnic groups.
- 18.0% of the workforce identified as Bisexual, Gay, Lesbian or Other sexual orientation.

# 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.

# SUMMARY

## AS OF 31ST MARCH 2025

### % OF WORKFORCE BY CONTRACT TYPE

FIXED TERM	12.86%
PERMANENT	87.14%
FULL TIME	76.96%
PART TIME	23.04%
ZERO HOUR	N/A

### % OF THE WORKFORCE BY LOCATION:

BASED AT LONDON SITES	87.99%
BASED AT SITES OUTSIDE OF LONDON	12.01%

### PEOPLE EMPLOYED

933

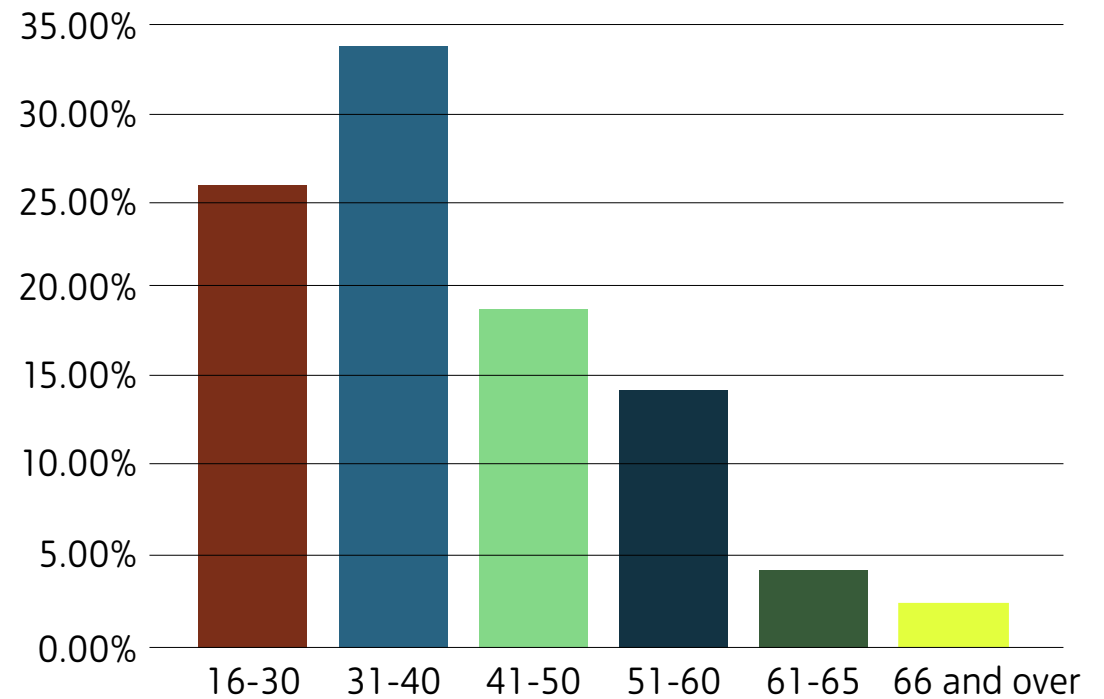
### DIFFERENT NATIONALITIES REPRESENTED IN THE WORKFORCE

47

# AGE

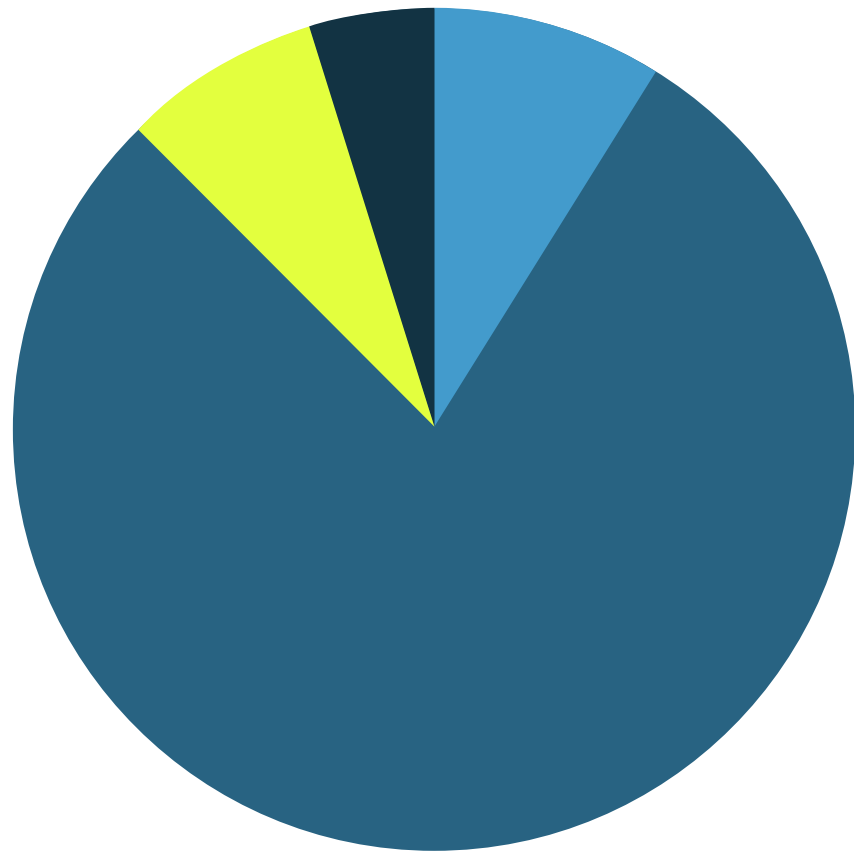
## WORKFORCE DATA FOR TATE GALLERY

16-30	26.05%
31-40	33.76%
41-50	18.97%
51-60	14.47%
61-65	4.29%
66 AND OVER	2.47%



# DISABILITY WORKFORCE DATA FOR TATE GALLERY

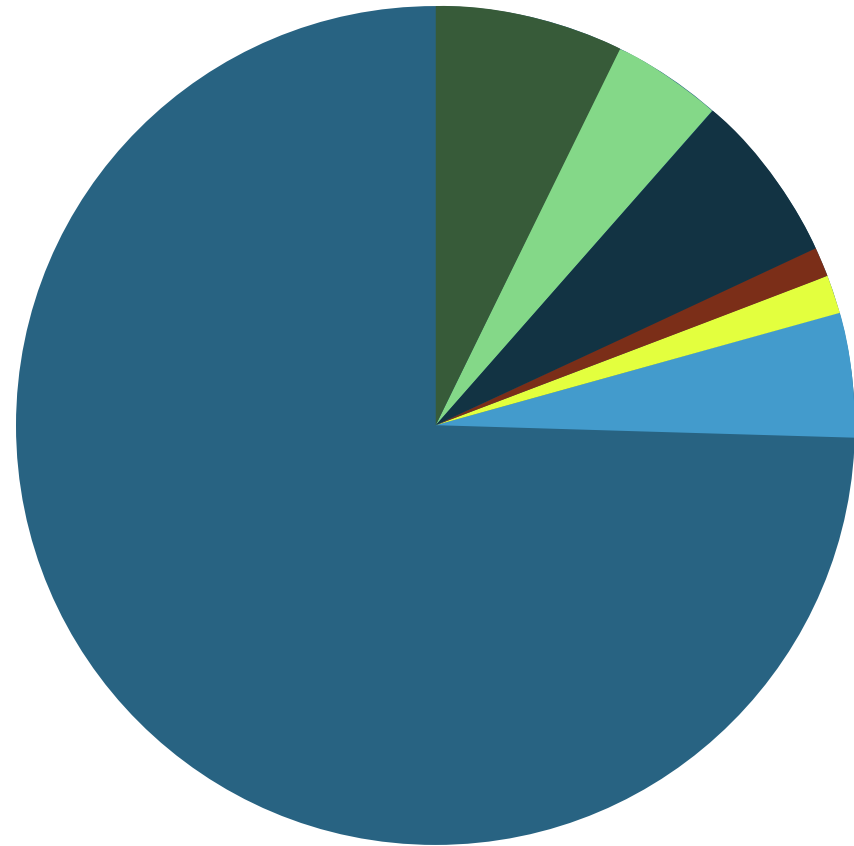
■ DISABLED	8.68%
■ NOT DISABLED	79.10%
■ NOT STATED	7.61%
■ PREFER NOT TO SAY	4.61%



# ETHNICITY

## WORKFORCE DATA FOR TATE GALLERY

ASIAN	7.61%
BLACK	4.18%
MIXED	6.65%
OTHER ETHNIC GROUP	1.61%
NOT STATED	0.96%
PREFER NOT TO SAY	4.50%
WHITE	74.49%

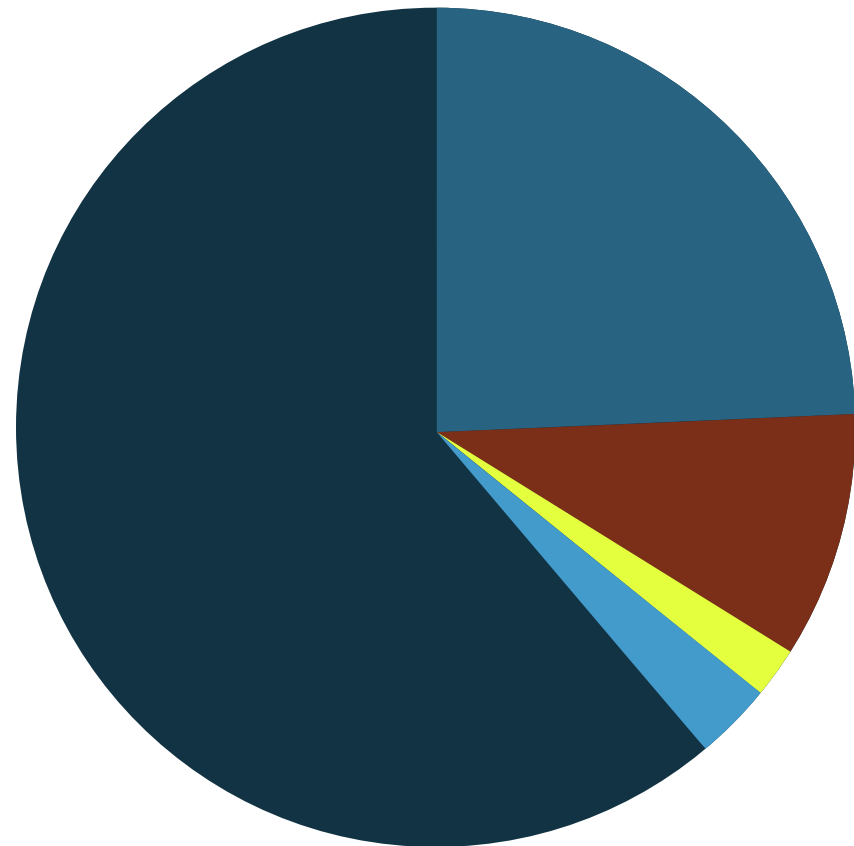




# GENDER

## WORKFORCE DATA FOR TATE GALLERY

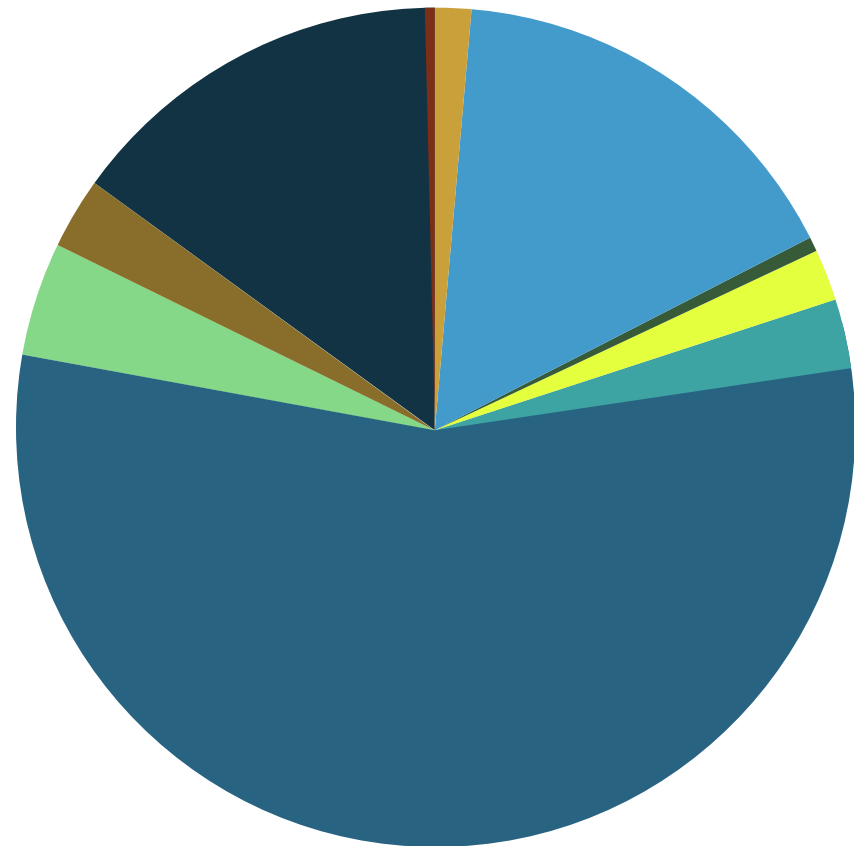
MAN	24.44%
NOT STATED	9.54%
OTHER GENDER IDENTITY	1.71%
PREFER NOT TO SAY	3.00%
WOMAN	61.31%



# RELIGION

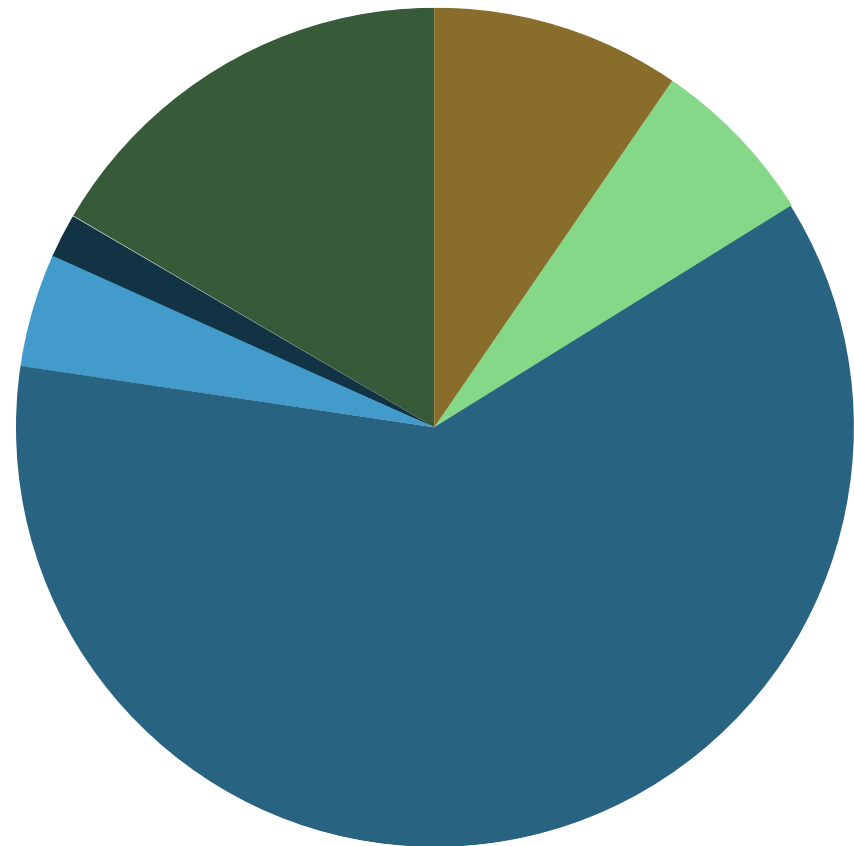
## WORKFORCE DATA FOR TATE GALLERY

BUDDHIST	1.18%
CHRISTIAN	16.18%
HINDU	0.75%
JEWISH	1.71%
MUSLIM	2.68%
NO RELIGION	55.41%
NOT STATED	4.39%
OTHER	2.36%
PREFER NOT TO SAY	15.11%
SIKH	0.21%



# SEXUAL ORIENTATION WORKFORCE DATA FOR TATE GALLERY

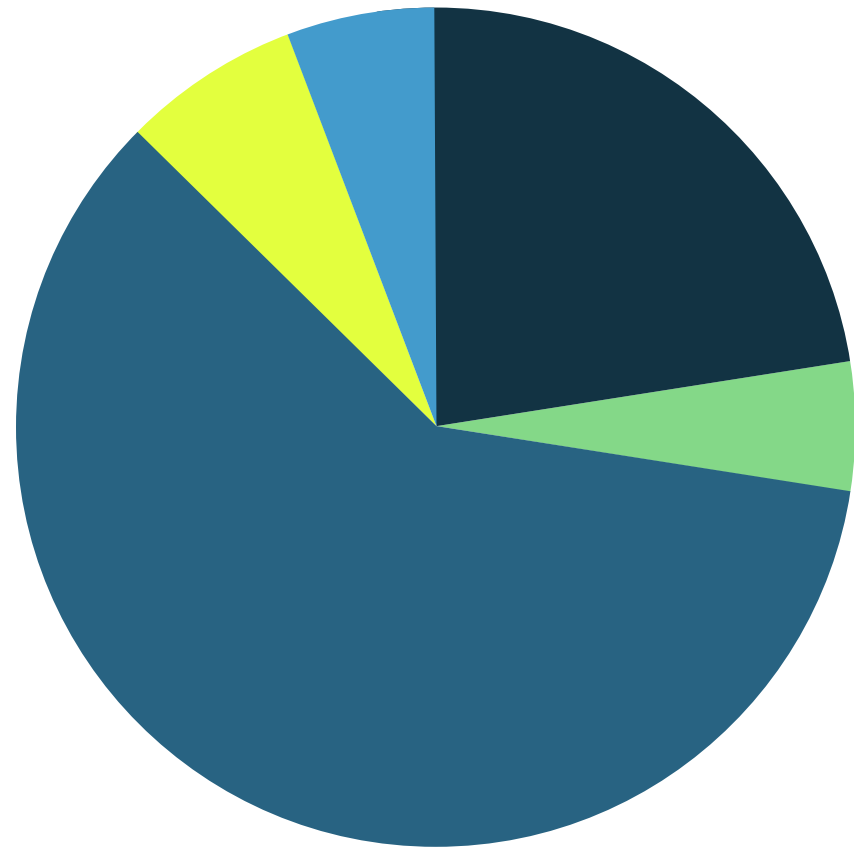
BISEXUAL	9.54%
GAY OR LESBIAN	6.65%
HETEROSEXUAL	61.09%
NOT STATED	4.18%
OTHER	1.82%
PREFER NOT TO SAY	16.72%



# LOCATION

## WORKFORCE DATA FOR TATE GALLERY

TATE LIVERPOOL	5.04%
TATE ST IVES	6.97%
TATE BRITAIN	59.80%
TATE MODERN	22.51%
TATE STORE	5.68%



# 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.
- 95.8% of our workforce has completed the Diversity Monitoring Questionnaire.
- Data is held confidentially and remains anonymous. Employees are asked to check and update the data we hold every two years.
- Data totals are not displayed in the charts. These may vary within 0.02% of 100% due to the rounding of figures to two decimal places.
- Tate's Workforce Diversity Profile for 2024–25 reports 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.