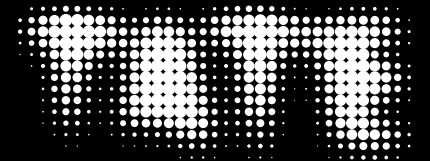


# WORKFORCE DIVERSITY PROFILE 2025-26

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.



*Photography of Hurvin Anderson at Tate Britain, 2026. Photo © Tate (Kathleen Arundell)*

# SUMMARY

## AS OF 31st MARCH 2026

- Tate Gallery employed 881 people.
- 11% of the workforce were on fixed term contracts and 89% on permanent contracts.
- 76.5% of staff were full time and 23.5% were part time.
- 87.9% of the workforce were based at London sites (Tate Britain, Tate Modern and Tate Store) and 12.1% were based in Liverpool and St Ives.
- 45 different nationalities were represented in the workforce.
- 69.7% of the workforce were women.
- The largest age group was aged between 31–40 (34.2%) and the smallest age group was 71 and over (1%).
- 24.4% of the workforce was aged 18–30.
- 7.7% of the workforce identified as disabled.
- 15.9% of the workforce were from Asian, Black, Mixed or Other Ethnic groups.
- 14.5% 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 disABILITY, Parents & Carers, LGBTQIA+ and Race, Equality and Cultural heritage (REACH) 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 2026

## % OF WORKFORCE BY CONTRACT TYPE

FIXED TERM	11.00%
PERMANENT	89.00%
FULL TIME	76.5%
PART TIME	23.5%
ZERO HOUR	N/A

## % OF THE WORKFORCE BY LOCATION:

BASED AT LONDON SITES	87.90%
BASED AT SITES OUTSIDE OF LONDON	12.10%

## PEOPLE EMPLOYED

881

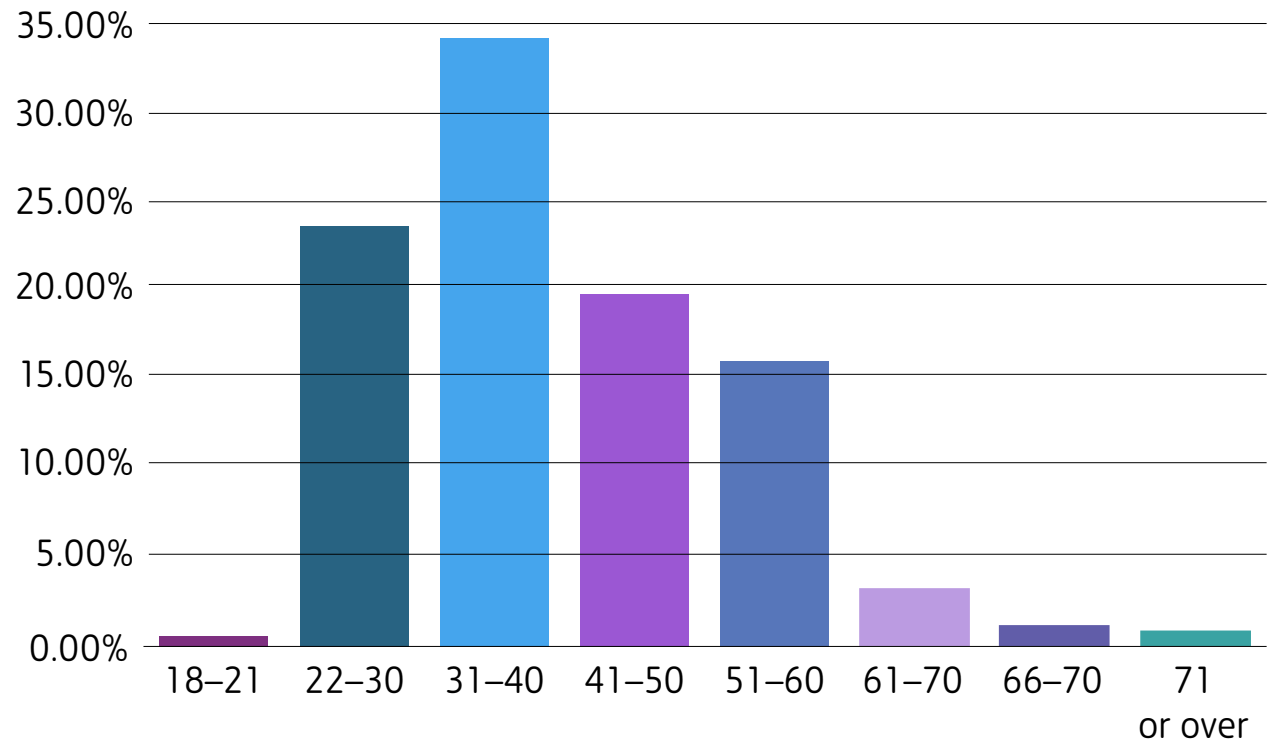
## DIFFERENT NATIONALITIES REPRESENTED IN THE WORKFORCE

45

# AGE

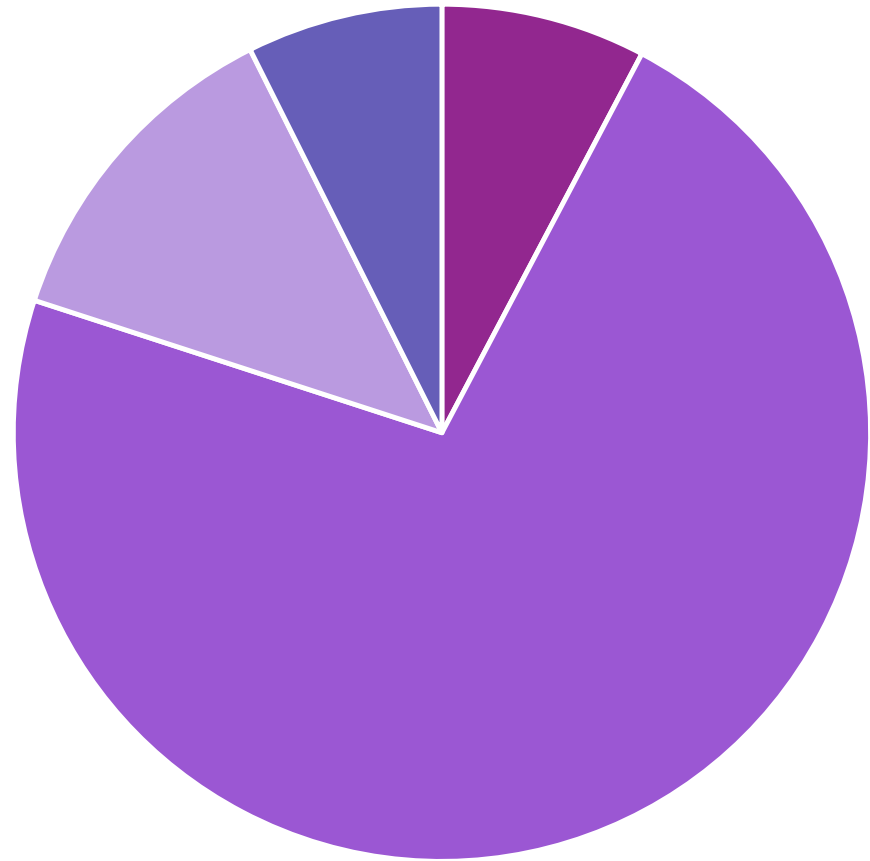
## WORKFORCE DATA FOR TATE GALLERY

18-21	0.45%
22-30	23.86%
31-40	34.20%
41-50	19.32%
51-60	16.14%
61-65	3.75%
66-70	1.25%
71 OR OVER	1.02%



# DISABILITY WORKFORCE DATA FOR TATE GALLERY

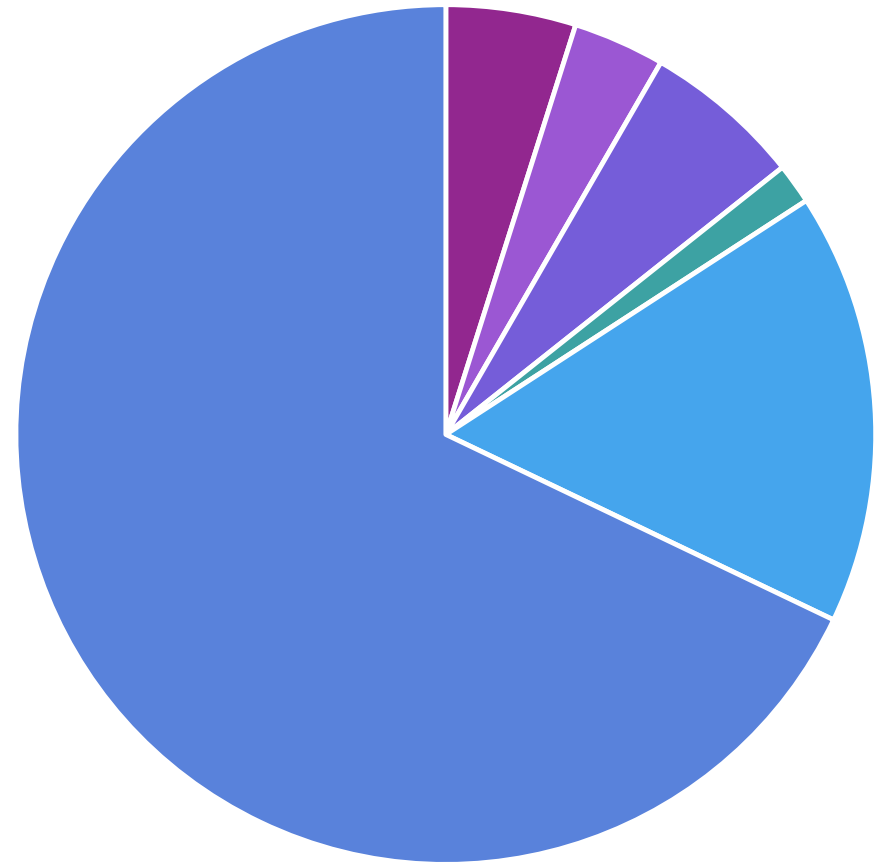
■ DISABLED	7.73%
■ NOT DISABLED	72.27%
■ NOT STATED	12.61%
■ PREFER NOT TO SAY	7.39%



# ETHNICITY

## WORKFORCE DATA FOR TATE GALLERY

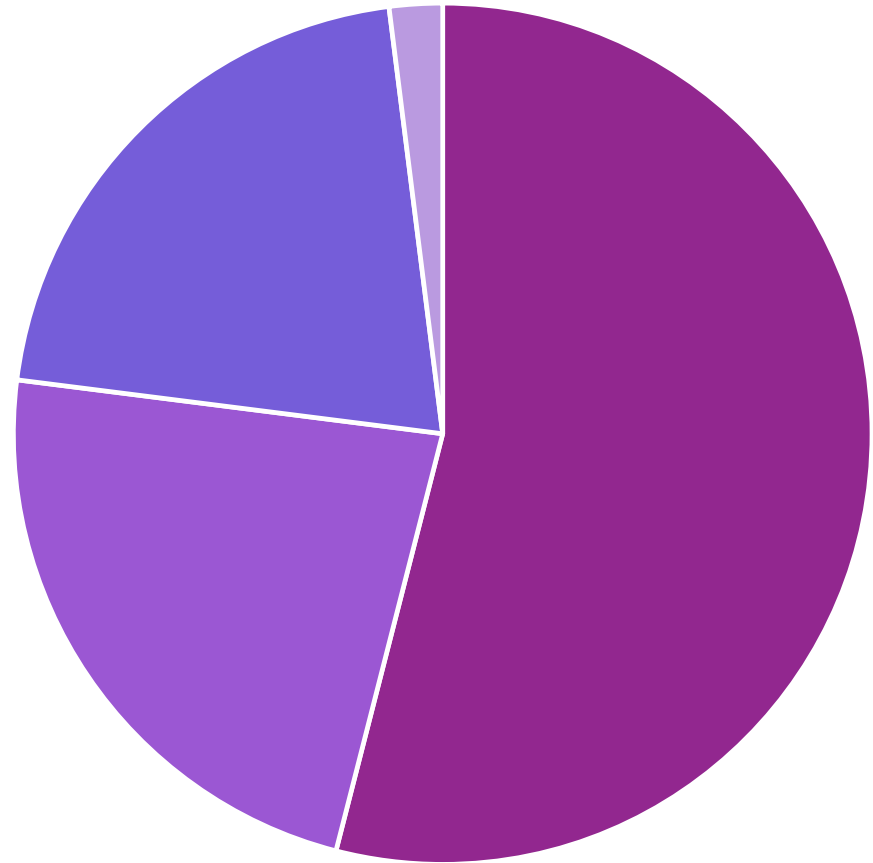
ASIAN	4.89%
BLACK	3.45%
MIXED	5.98%
OTHER ETHNIC GROUP	1.52%
PREFER NOT TO SAY	16.26%
WHITE	67.90%



# GENDER

## WORKFORCE DATA FOR TATE GALLERY

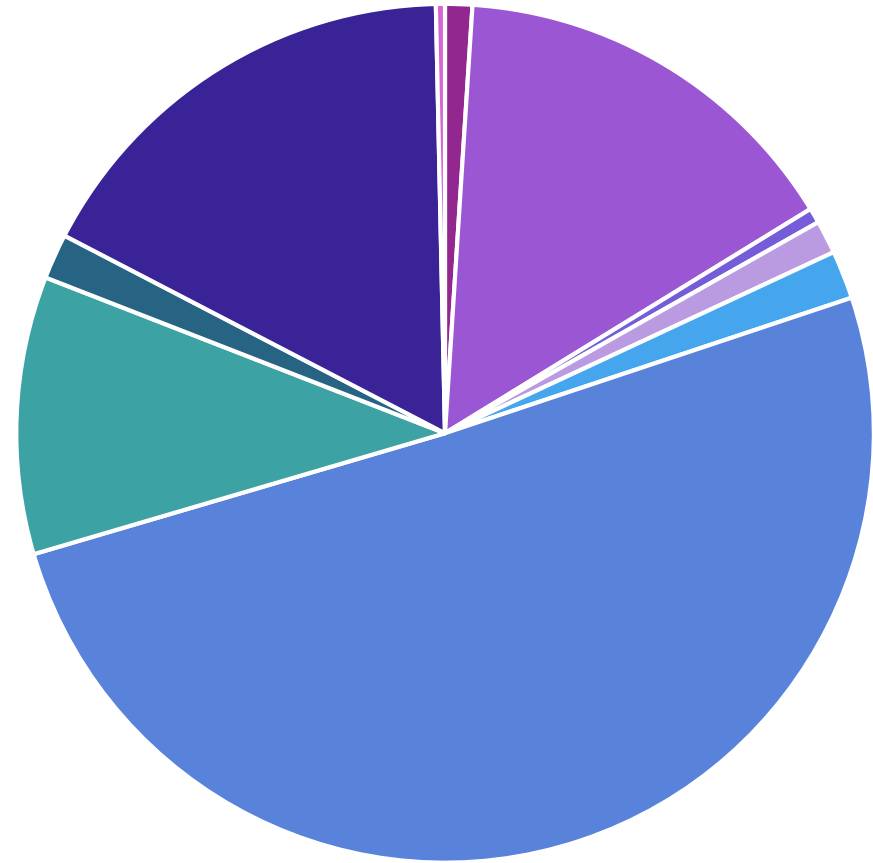
■ FEMALE	54.00%
■ MALE	23.00%
■ PREFER NOT TO SAY	21.00%
■ OTHER	2.00%



# RELIGION

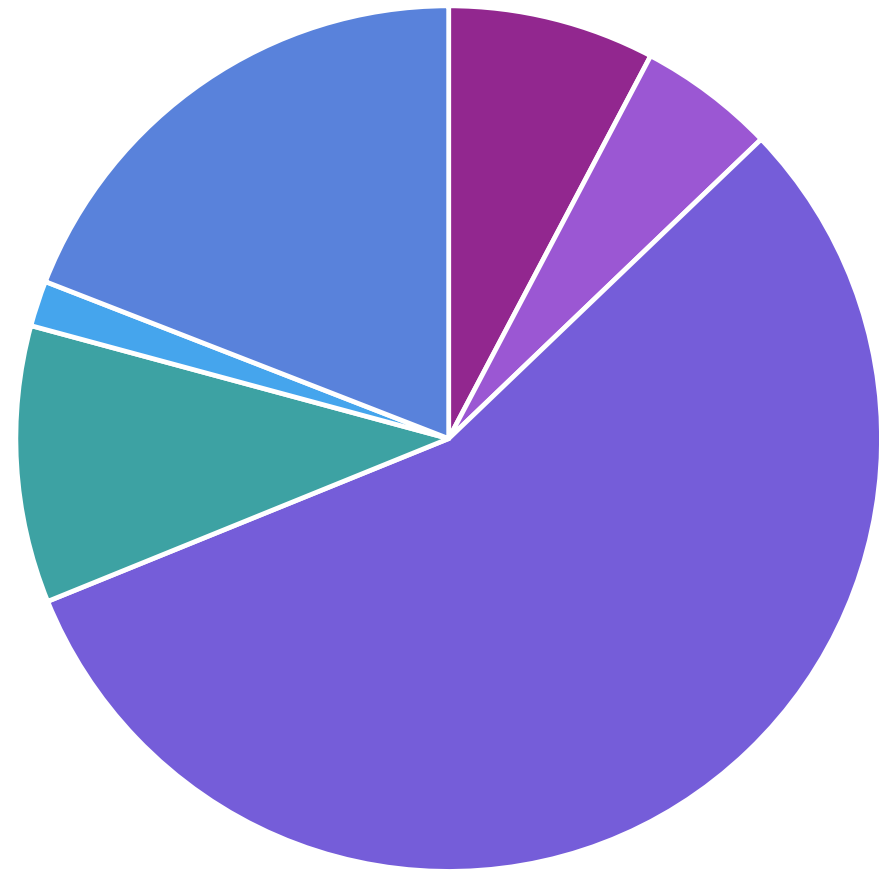
## WORKFORCE DATA FOR TATE GALLERY

■ BUDDHIST	1.02%
■ CHRISTIAN	15.23%
■ HINDU	0.57%
■ JEWISH	1.25%
■ MUSLIM	1.82%
■ NO RELIGION	50.57%
■ NOT STATED	10.45%
■ OTHER	1.70%
■ PREFER NOT TO SAY	17.05%
■ SIKH	0.34%



# SEXUAL ORIENTATION WORKFORCE DATA FOR TATE GALLERY

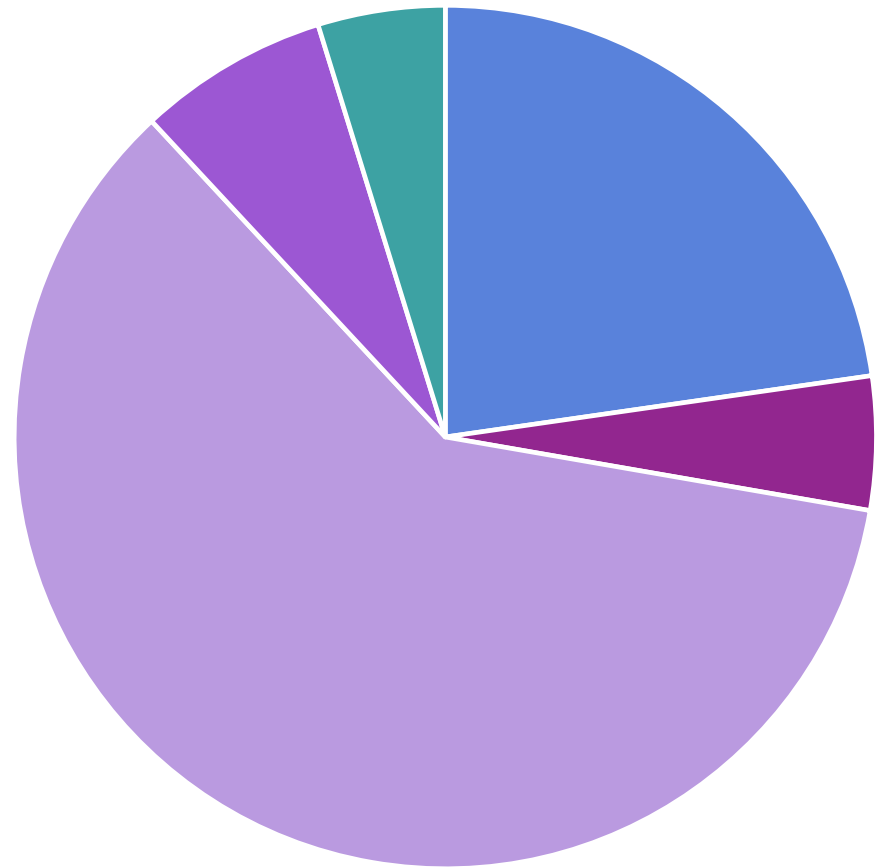
BISEXUAL	7.73%
GAY OR LESBIAN	5.11%
HETEROSEXUAL	56.02%
NOT STATED	10.34%
OTHER	1.70%
PREFER NOT TO SAY	19.09%



# LOCATION

## WORKFORCE DATA FOR TATE GALLERY

 TATE MODERN	22.73%
 TATE LIVERPOOL	5.00%
 TATE BRITAIN	60.34%
 TATE ST IVES	7.16%
 TATE STORE	4.77%



# 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.
- In the past year there was an average completion rate of 77.5% across all categories of 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 2025–26 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.