

Workforce diversity

01/05/2021

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The data below shows the picture of our workforce and Board diversity, across ethnicity, gender, disability and sexual orientation from 2020–2021 and onwards.

Attachment	Size
Workforce Diversity Analysis 2021-2022	148.69 KB
Workforce Diversity Analysis 2020-2021	133.65 KB
Equality, diversity and inclusion	

Overview

Comparable benchmark data is also shown, based on UK working population levels.

We continue to recognise that some areas of our workforce are not as diverse in comparison with UK-wide levels, and we acknowledge there are under-served staff groups.

We also continue to recognise wider heritage sector trends and barriers to entry, unconscious or conscious, that all have impacts on the shape of our workforce.

We have, as a result, continued to improve our HR management information system to assist in this work and allow staff direct access to their personal data to encourage full disclosure of information.

We have continued with our new recruitment processes and system based on our values and the accompanying policy to support this. There are new guidelines on embedding Equality, Diversity and Inclusion (EDI) into our recruitment, especially recruitment channels.

We will continue to focus on working towards our six core goals:

- to improve diversity in recruitment
- to improve the management of workforce diversity
- to improve career development for under-served staff
- to improve inclusion through enhanced staff support
- to improve diversity through apprenticeships and work placements
- to improve workforce diversity governance

Explore our [EDI Review report](#) to learn more about how we're working towards this.

The Heritage Fund complies with the Equality Act 2010 and our statutory duties under Section 75 of the Northern Ireland Act 1998. We continue to hold the Disability Confident award for recruitment.

The data

The UK Benchmark levels quoted in the below charts are national levels external to the Heritage Fund. Data has been taken from the Government Office of National Statistics and other similar sources.

2021–2022

Ethnic diversity

Ethnically diverse people:

- in our workforce 2021–2022: 10%
- UK benchmark: 14%

Gender diversity

Women:

- in our workforce 2021–2022: 76%
- UK benchmark: 47%

Disability diversity

People with disabilities:

- in our workforce 2021–2022: 8%
- UK benchmark: 11%

LGBTQ+ diversity

LGBTQ+ people:

- in our workforce 2021–2022: 6%
- UK benchmark: 3%