Workforce diversity

01/05/2021

See all updates

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
PDF View Workforce Diversity Analysis 2024–2025 as PDF(107.51 KB)	107.51 KB
PDF View Workforce Diversity Analysis 2023–2024 as PDF(128.78 KB)	128.78 KB
PDF View Workforce Diversity Analysis 2022-2023 as PDF(109.45 KB)	109.45 KB
PDF View Workforce Diversity Analysis 2021-2022 as PDF(148.69 KB)	148.69 KB
PDF View Workforce Diversity Analysis 2020-2021 as PDF(133.65 KB)	133.65 KB

Equality, diversity and inclusion

Overview

Comparable benchmark data is also shown.

We recognise that there are still under-served staff groups and that wider heritage sector trends and barriers to entry that impact on the makeup of our workforce. We continue to invest in positive action schemes to help address this, as well as continuing to promote values-based recruitment.

Explore our Equality, Diversity and Inclusion (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 Civil Service Benchmark levels quoted in the below charts are national levels external to the Heritage Fund. Data has been taken from the Statistical bulletin – Civil Service Statistics: 2024 – GOV.UK.

2024–2025

Ethnic diversity

Ethnically diverse people:

- in our workforce 2024–2025: 8%
- Civil Service benchmark: 17%

Gender diversity

Women:

- in our workforce 2024–2025: 74%
- Civil Service benchmark: 55%

Disability diversity

People with disabilities:

- in our workforce 2024–2025: 17%
- Civil Service benchmark: 17%

LGBTQ+ diversity

LGBTQ+ people:

- in our workforce 2024–2025: 7%
- Civil Service benchmark: 7%