

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 2022-2023 | 109.45 KB |
| Workforce Diversity Analysis 2021-2022 | 148.69 KB |
| Workforce Diversity Analysis 2023–2024 | 128.78 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.

Although we saw increased representation of disability and diverse sexual orientations in the workforce, we recognise that there are still under-represented staff groups. We recognise wider heritage sector trends and barriers to entry that impact on the makeup of our workforce and 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 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.

2023–2024

Ethnic diversity

Ethnically diverse people:

- in our workforce 2023–2024: 9%
- UK benchmark: 18.3%

Gender diversity

Women:

- in our workforce 2023–2024: 74%
- UK benchmark: 47%

Disability diversity

People with disabilities:

- in our workforce 2023–2024: 16%
- UK benchmark: 17.8%

LGBTQ+ diversity

LGBTQ+ people:

- in our workforce 2023–2024: 7%
- UK benchmark: 3.2%