

Workforce diversity analysis 2024–2025

The data below shows the picture of our workforce diversity across ethnicity, gender, sexual orientation and disability. Comparable benchmark data is also shown.

We recognise that there are still under-represented 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.

Ethnic diversity

Global Majority staff in the workforce

The year and Civil Service benchmark	Percentage of Global Majority staff in the workforce
2022–2023	10%
2023–2024	9%
2024–2025	8%
Civil Service benchmark	17%

Gender diversity

Women in the workforce

The year and Civil Service benchmark	Percentage of women in the workforce
2022–2023	73%
2023–2024	74%
2024–2025	74%
Civil Service benchmark	55%

Disability diversity

People with disabilities in the workforce

The year and Civil Service benchmark	Percentage of people with disabilities in the workforce
2022–2023	12%
2023–2024	16%
2024–2025	17%
Civil Service benchmark	17%

LGBTQ+ diversity

LGBTQ+ people in the workforce

The year and Civil Service benchmark	Percentage of LGBTQ+ people in the workforce
2022–2023	6%
2023–2024	7%
2024–2025	7%
Civil Service benchmark	7%