



Diversity in the workforce – Collated Intelligence Report

Heidi Bellamy – Policy Development & Business Manager

January 2022

1. Introduction

- 1.1. Whilst the [CLOA Equality, Diversity & Inclusion statement](#) sets a clear direction of travel, we know there is a lot to do in this area to support a more diverse leadership across our sectors. To inform thinking regarding all of the priority areas in the action plan, an agreed first step was to collate the available intelligence regarding under-represented groups working within the culture and leisure sector.
- 1.2. This summary report brings together relevant data and findings from the following sources:
 - Demographic data from the Census 2011 and Office for National Statistics
 - Research from other industry bodies including CILIP, ARA, Arts Council England, Local Government Association, Museums Association, Sport England

2. Headline demographic data

- 2.1. The demographic make-up of the UK general population provides a benchmark for workforce comparison. According to the 2011 Census¹, the total population of England and Wales was 56.1 million, and 86.0% of the population was White, people from Asian ethnic groups made up the second largest percentage of the population (at 7.5%), followed by Black ethnic groups (at 3.3%), Mixed/Multiple ethnic groups (at 2.2%) and Other ethnic groups (at 1.0%)
- 2.2. There are 14.1 million disabled people in the UK; more than one in five of the working-age population are classed as disabled. Disabled people are almost twice as likely to be unemployed as non-disabled people².
- 2.3. The proportion of the UK population aged 16 and over identifying as lesbian, gay or bisexual increased from 1.6% in 2014 to 2.2% in 2018³. However, according to a report by Stonewall more than a third of LGBT staff (35%) have hidden that they are LGBT at work for fear of discrimination⁴.
- 2.4. The 2021 census will provide an up to date picture of all the people in England and Wales, the census results will be published in late Spring 2022 and will provide a further benchmark to inform the strategic focus of CLOAs' EDI improvement work.

3. Research from other Industry Bodies

¹ <https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/national-and-regional-populations/population-of-england-and-wales/latest> Population of England and Wales

² Labour market status of disabled people, Nov 21, ONS
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/dataset/labourmarketstatusofdisabledpeoplea08>

³ Sexual orientation, UK: 2018
<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2018>

⁴ <https://www.stonewall.org.uk/lgbt-britain-work-report> LGBT Britain at Work, Stonewall

- 3.1. In 2014 the Chartered Institute of Library and Information Professionals (CILIP) and the Archives and Records Association (ARA) commissioned Edinburgh Napier University to map the library, archives, records, information management and knowledge management professions in the UK. The findings of the CILIP/ARA report *A study of the UK information workforce*⁵ draw on a data set of 10,628 survey responses, a statistically significant proportion of the estimated 86,376 workforce.
- 3.1.1. Amongst the key findings the research team found that (in 2014) 96.7% of the workforce identify as 'white' compared to 87.5% identifying as 'white' in UK labour force survey statistics at that time.
- 3.1.2. Women are under-represented in senior management. Male workers are more likely to occupy management roles than their female peers. The 10.2% of men in senior management roles is almost double that of female workers (5.9%).
- 3.2. In a foreword for the latest *Equality, Diversity and the Creative Case* report from Arts Council England (ACE), Chair Sir Nicholas Serota states that 'our sector does not yet fully reflect the diversity of England across boards, leadership positions and the wider workforce – particularly in relation to Disability and Ethnicity, but also in relation to Gender within leadership'⁶. Whilst the data is drawn from the workforce of National Portfolio Organisations (NPOs) and ACE's own including the staff it does provide useful insights into the diversity of people in key leadership roles and at different job levels.
- 3.2.1. The total percentage of the National Portfolio's Black, Asian and Ethnically Diverse workforce is 13%, showing an improvement from 11% in 2018/19.
- 3.2.2. The total percentage of disabled people working across NPOs is 7%, representing an increase of 1% from the previous year's data.
- 3.2.3. Women make up 50% of the NPO workforce and the total number of LGBT people in the Portfolio's workforce is 8% – both up 2% from last year.
- 3.2.4. Furthermore, in terms of leadership, 11% of NPOs reported having a Chief Executive who was Black, Asian, or Ethnically Diverse, with 12% of Artistic Directors and 11% of Chairs. Disabled people make up 11% of Chief Executives, 8% of Artistic Directors and only 6% of Chairs. 17% of Chief Executives identify as LGBT, 12% of Artistic Directors and 8% of Chairs. Women make up 66% of Chief Executives, compared to 42% of Artistic Directors and Chairs.
- 3.2.5. In terms of the Arts Councils own workforce and governance; there has been a slight increase in total Black, Asian and Ethnically Diverse staff from 11% to 12%, with no change to Disabled staff (7%) or staff that identify as LGBT (14%). The percentage of total female staff has

⁵ https://www.sconul.ac.uk/sites/default/files/documents/12_18.pdf Edinburgh Napier University on behalf of CILIP & ARA

⁶ https://www.artscouncil.org.uk/sites/default/files/download-file/Equality_Diversity_and_the_Creative_Case_A_Data_Report_201920.pdf Equality, Diversity and the Creative Case: A Data Report 2019-20, ACE

remained at 66%, with female Directors increasing slightly from 55% to 56%.

3.3. With regards to more general local authority workforce information, the Local Government Association publishes a Workforce Survey⁷, which looks at earnings and leadership against gender, disability and ethnicity. The most recent version is the 2017/18 report; however, this doesn't drill down to service level.

3.3.1. Of relevance to this report is that on average 49.3% of the top 5% of earners were women, 3.1% were Black, Asian or from other Minority Ethnic (BAME) groups and 3.3% identified as having a disability.

3.4. A report by the Museums Association *Valuing Diversity*⁸, found that institutional discrimination in the UK museum sector is negatively affecting workforce diversity, leading to people leaving the sector at mid-career level. The report drew on a year of research including interviews with more than 80 individuals and found that for people who self-identify, or who are identified as, being of a diverse background, the day-to-day experience of working in museums can be exhausting and can present regular emotional and psychological challenges.

3.4.1. Furthermore, the annual ACE survey found that the proportion of Major Partner Museum staff from diverse backgrounds has remained largely static, with disabled people and those from black and minority ethnic backgrounds particularly under-represented.

3.5. Sport England has set itself an ambitious target⁹ to ensure that by 2026 it is representative of the population and the people it serves, by doubling the proportion of Black, Asian and minority ethnic background staff employed. This means a minimum of 20% of staff to come from a BAME background by halfway through their 10-year strategy, *Uniting the Movement*.

3.5.1. In July 2021, along with UK Sport they announced changes to strengthen the [Code for Sports Governance](#), including ensuring bodies in receipt of substantial public funding from either organisation have a detailed and ambitious diversity and inclusion action plan to increase diversity on their boards and senior leadership teams, as well as across their wider organisations.

3.6. People who use public leisure services and access cultural activities come from all parts of the community. However, the data available suggests that currently the sectors workforce fails to reflect this diversity consistently.

4. CLOA Executive Committee

⁷ <https://local.gov.uk/sites/default/files/documents/publication%20-%20Local%20Government%20Workforce%20Survey%202017-18.pdf> Local Government Workforce Survey 2017/18

⁸ <https://ma-production.ams3.digitaloceanspaces.com/app/uploads/2020/06/18145318/27072016-diversity-report1.pdf> Valuing Diversity, Museum Association

⁹ <https://www.sportengland.org/corporate-information/equality-and-diversity> Sport England, Equality & Diversity

- 4.1. In terms of a gender parity; of the 20 current CLOA Executive Committee members 50% (10) identify as female. All Executive Committee members are white. One Committee member is from the LGBTQ+ community. One of the Committee members has a known disability.
- 4.2. The current Executive is intent on becoming more diverse to better serve our membership and ensure that our work on professional development, influencing and project delivery is more reflective of broader experiences and draws on a wider pool of talent. As such, in the call for nominations to join the Executive we put this messaging front and foremost in an attempt to encourage members who can bring different perspectives to put themselves forward to join the Committee.
- 4.3. Furthermore, the 2022 AGM and members conference will seek to understand the impact of the pandemic on people with disabilities and explore how we can build back better. As part of the approach to ensuring that the programme best reflects lived experience, CLOA members that considered themselves to have a disability were invited to contribute to this task and finish group.

5. Summary

- 5.1. Councils have a critical role to play in reducing inequalities and enhancing inclusion and cohesion within their communities and all members of CLOA will be operating within organisations that have EDI objectives to meet obligations set out in the Equality Act 2010.
- 5.2. CLOA's role as a professional association for strategic leaders managing public sector Culture, Arts, Heritage, Tourism, Libraries, Parks, Sport and Leisure services is to support emerging cultural and leaders from diverse backgrounds and ensure any unintended barriers that impede equality and access for joining the Executive Committee are removed.
- 5.3. The purpose of this report is to provide a greater understanding of the percentage of people with certain protected characteristics in the wider population, within the local authority workforce and the culture & leisure sectors. Whilst the data is not complete at sector level, there are useful baselines that can be applied when considering how best to ensure that CLOA is fully representing the diversity of its existing and potential membership. Such as, 14% of the UK population is from a minority ethnic background and 20% of the working population has a disability.
- 5.4. As part of CLOA's ongoing commitment to improve, the findings in this report will be used to inform decision making and underpin priorities within the EDI action plan.