



Tate
Commerce Workforce
Diversity
Profile
2021/22



INTRODUCTION

Tate aims to serve as artistically adventurous and culturally inclusive global art museums. Our people are central to this purpose.

Our goal is for our workforce to more closely reflect the communities we serve. Publishing Workforce Diversity Profiles allows us to track change and target action to achieve this goal.

This report sets out Tate's workforce diversity data profile across the categories of age, disability, ethnicity, gender, religion and belief, and sexual orientation. The profiles for Tate Gallery and Tate Eats are reported separately.

Tate's People and Culture Strategy (2022-7) embeds our commitment to Equality, Diversity & Inclusion with the aim of driving sustainable change, innovation and impact across Tate and supporting the priorities of achieving real change in who works for Tate, and how they are looked after when they do so.



SUMMARY

As of 31 March 2022

- Tate Commerce employed 176 people
- 7% of the workforce were on fixed-term contracts and 93% on permanent contracts
- 51% of staff were full-time, 35% were part-time and 14% were on zero-hour contracts
- 89% of the workforce were based at London sites and 11% were based in Liverpool and St Ives
- 16 different nationalities were represented in the workforce
- 59% of the workforce were female
- 13% of the workforce were from a Black, Asian, Mixed or other Ethnic group
- The largest age group was aged between 31-40 (32%) and the smallest age group was 66+ (1%)
- 30% of the workforce was aged 16-30
- 1% of the workforce identified as having a disability
- 8% of the workforce identified as Lesbian, Gay or Bisexual.

Summary as of 31 March 2022

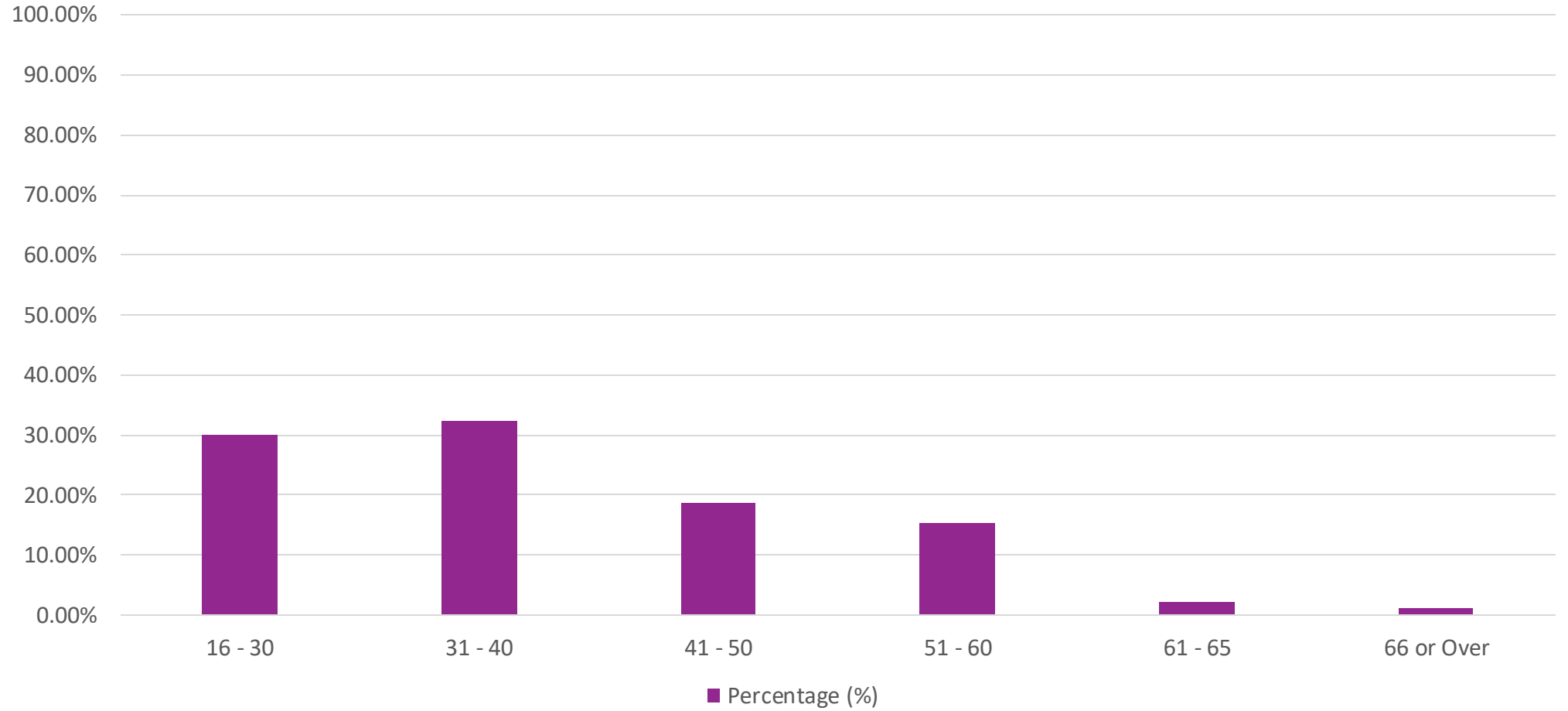
Number of people employed:	176
% Of workforce by contract type:	
Fixed Term	6.82%
Permanent	93.18%
% Of the workforce by location:	
Full- Time	51.14%
Part-Time	35.23%
Zero-hour	13.64%
% Of the workforce by location:	
Based at London Sites	88.64%
Based at sites outside of London	11.36%
Number of different nationalities represented in the workforce:	
	16

SUPPORTING EQUALITY, DIVERSITY AND INCLUSION

- Monitoring our workforce diversity allows us to track progress against Tate's organisational priorities of achieving real change in who works for Tate, and our goal of having a workforce that more closely reflects the communities we serve.
- Tate's People and Culture Strategy further embeds our commitment to Equality, Diversity, and Inclusion, with the aim of driving sustainable change, innovation and impact across Tate.
- Our BAME, disABILITY, Parents & Carers and LGBTQIA+ Staff Networks play an important role in supporting and maintaining a diverse and inclusive culture at Tate.
- We have mandatory and additional Learning & Development resources for all colleagues. This includes workshop sessions and a programme designed for leadership teams. These aim to raise awareness, provide support and enable all employees to contribute to Tate's vision to serve as artistically adventurous and culturally inclusive global art museums.
- We are continually reviewing recruitment practices, with the aim of reaching a wider, diverse candidate pool
- We have partnered with Phoenix College, to offer work experience opportunities to students with Autism within our Retail outlets. They rolled out Autism Acceptance training sessions to our colleagues across Tate.

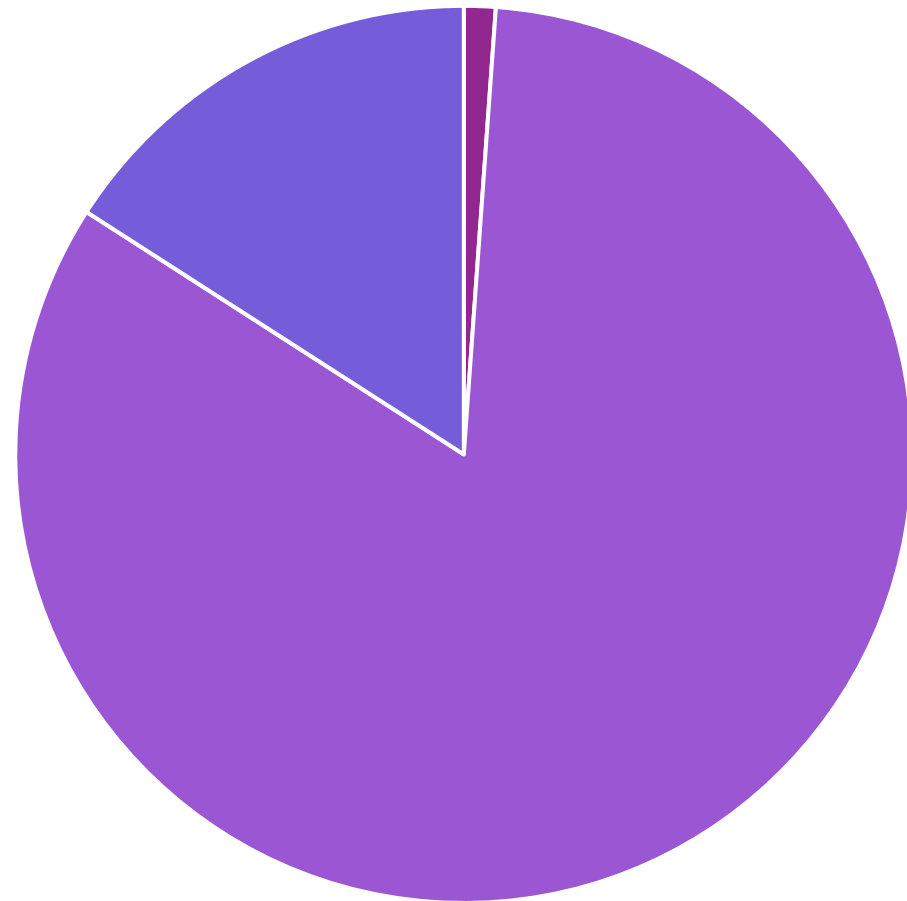
Age Workforce Data for Tate Commerce

Age	Percentage (%)
16 - 30	30.11%
31 - 40	32.39%
41 - 50	18.75%
51 - 60	15.34%
61 - 65	2.27%
66 or Over	1.14%



Disability Workforce Data for Tate Commerce

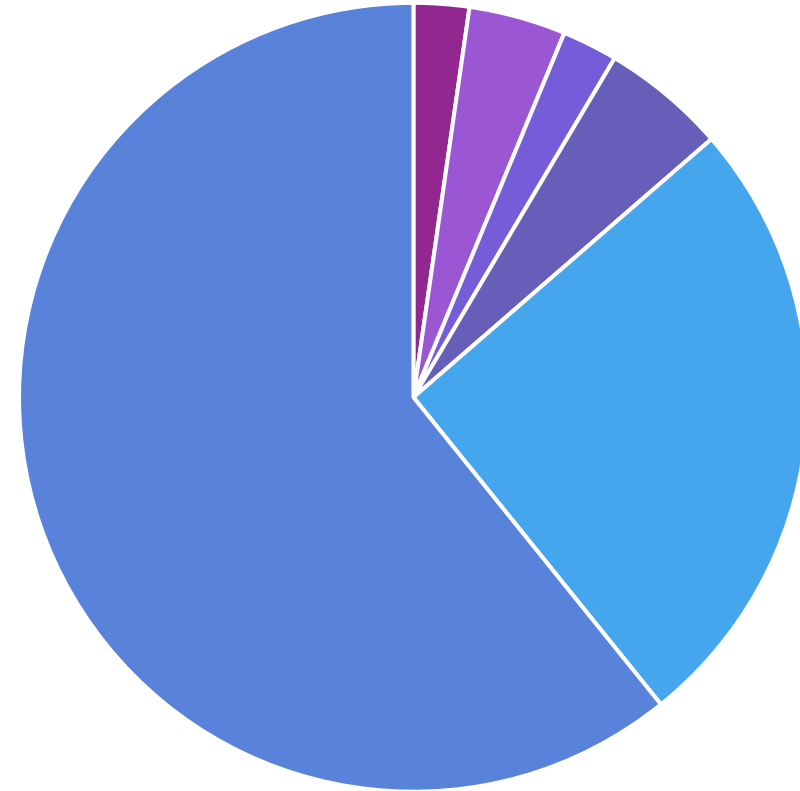
Disability	Percentage (%)
Disabled	1.14%
Not Disabled	82.95%
Prefer not to say	15.91%



■ Disabled ■ Not Disabled ■ Prefer not to say

Ethnicity	Percentage (%)
Asian	2.27%
Black	3.98%
Mixed	2.27%
Other Ethnic Group	5.11%
Prefer not to say	25.57%
White	60.80%

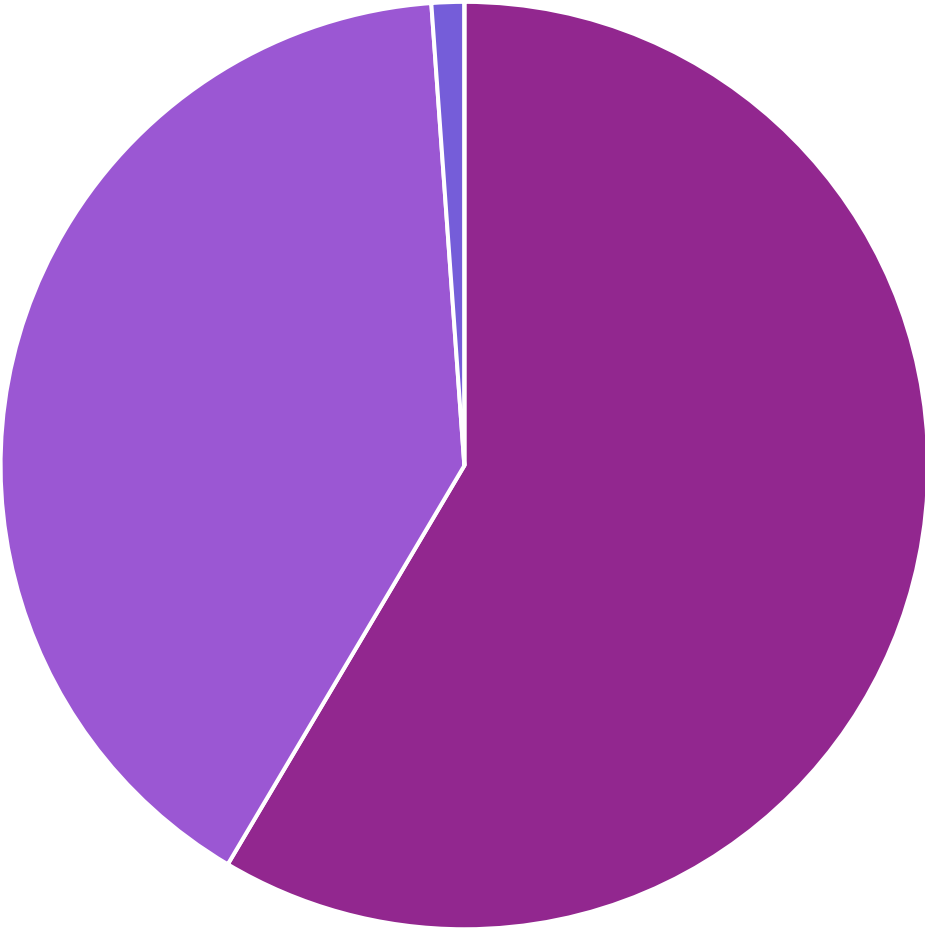
Ethnicity Workforce Data for Tate Commerce



- Asian
- Black
- Mixed
- Other Ethnic Group
- Prefer not to say
- White

Gender	Percentage (%)
Woman	58.52%
Man	40.34%
Other Gender Identity	1.14%
Prefer not to say	0%

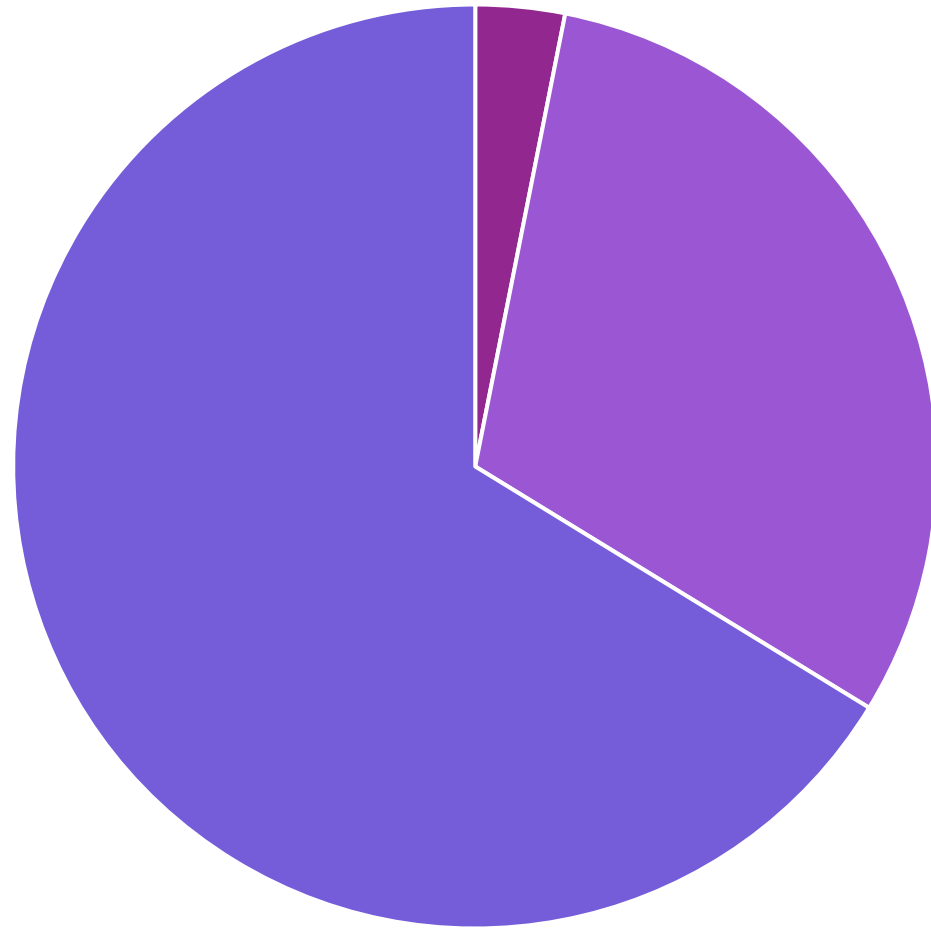
Gender Workforce Data for Tate Commerce



■ Woman ■ Man ■ Other Gender Identity ■ Prefer not to say

Religion and Belief	Percentage (%)
Religion/Belief	2.84%
No Religion/Belief	27.84%
Prefer not to say	60.23%

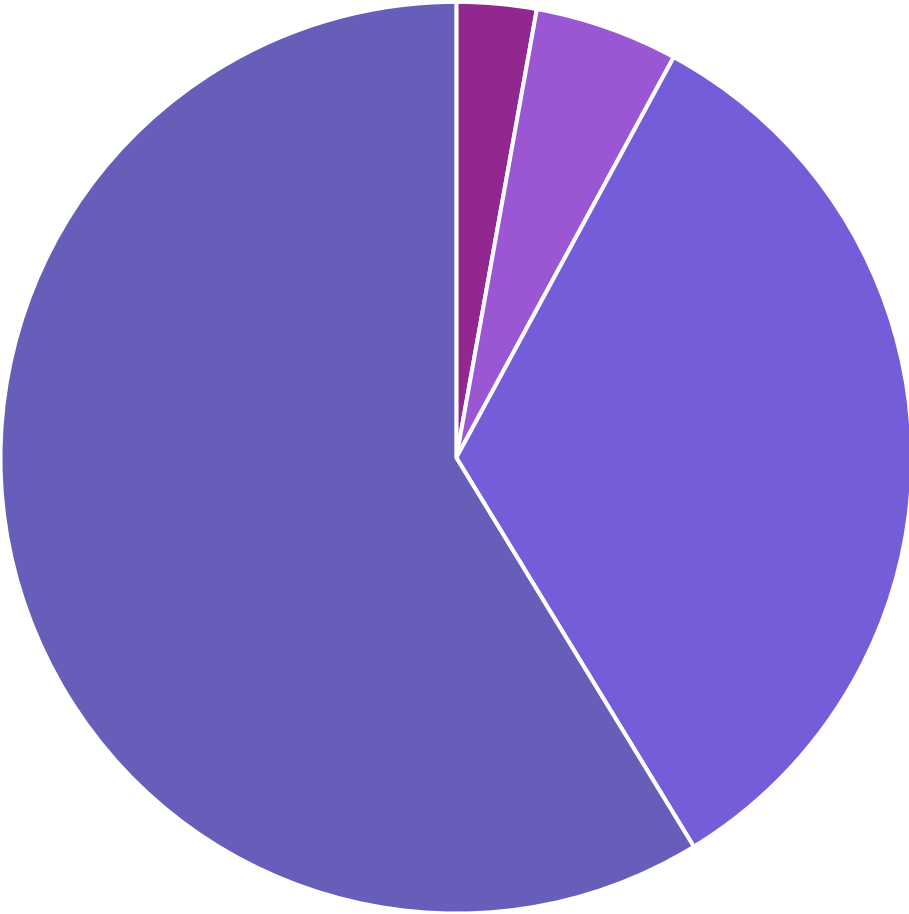
Religion and Belief Tate Commerce



■ Religion and Belief ■ No Religion/Belief ■ Prefer not to say

Sexual Orientation	Percentage (%)
Bisexual	2.84%
Gay or Lesbian	5.11
Heterosexual/Straight	33.52
Prefer not to say	59%

Sexual Orientation Workforce Data for Tate Commerce



■ Bisexual ■ Gay or Lesbian ■ Heterosexual/Straight ■ Prefer not to say

GUIDE TO THE DATA

- We have presented this data in charts and tables based on the data we hold
- To ensure that we understand our workforce, all those applying for roles at Tate are asked to complete a Diversity Monitoring Questionnaire
- Data is held confidentially and remains anonymous. Staff are asked to check and update the data we hold every two years
- Currently 89% of our workforce has completed the Diversity Monitoring Questionnaire
- Tate's Workforce Diversity Profiles for 2022-1 report ethnic groups in line with the Census. We have separated Black, Asian, Mixed and Other ethnic groups to provide a detailed representation of the data we collect
- Our colleagues are not obliged to provide this information and we offer a 'Prefer not to say' option for all questions
- We will continue to monitor data collection rates and aim to maintain and increase reporting levels across all characteristics.