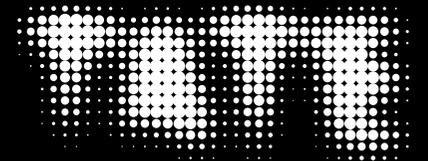


# TATE COMMERCE DIVERSITY WORKFORCE

PROFILE 2023-24



# 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 Commerce and Tate Gallery 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.



# 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.

# SUMMARY

## AS OF 31ST MARCH 2024

- Tate Commerce employed 181 people
- 9.9% of the workforce were on fixed-term contracts and 90.1% on permanent contracts
- 41.5% of staff were full-time, 40.3% part-time and 18.2% were on zero-hours contracts
- 93.9% of the workforce were based at London sites and 6.1% were based in Liverpool and St Ives
- 19 different nationalities were represented in the workforce
- 54.7% of the workforce were female
- 12.8% 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 & over (2.2%)
- 3.3% of the workforce identified as having a disability
- 18.3% of the workforce identified as Lesbian, Gay, Bisexual or Queer.

# SUMMARY AS OF 31ST MARCH 2024

## % OF WORKFORCE BY CONTRACT TYPE

FIXED TERM	9.90%
PERMANENT	90.10%
FULL TIME	41.50%
PART TIME	40.30%
ZERO HOUR	18.20%

## % OF THE WORKFORCE BY LOCATION:

BASED AT LONDON SITES	93.90%
BASED AT SITES OUTSIDE OF LONDON	6.10%

## PEOPLE EMPLOYED

181

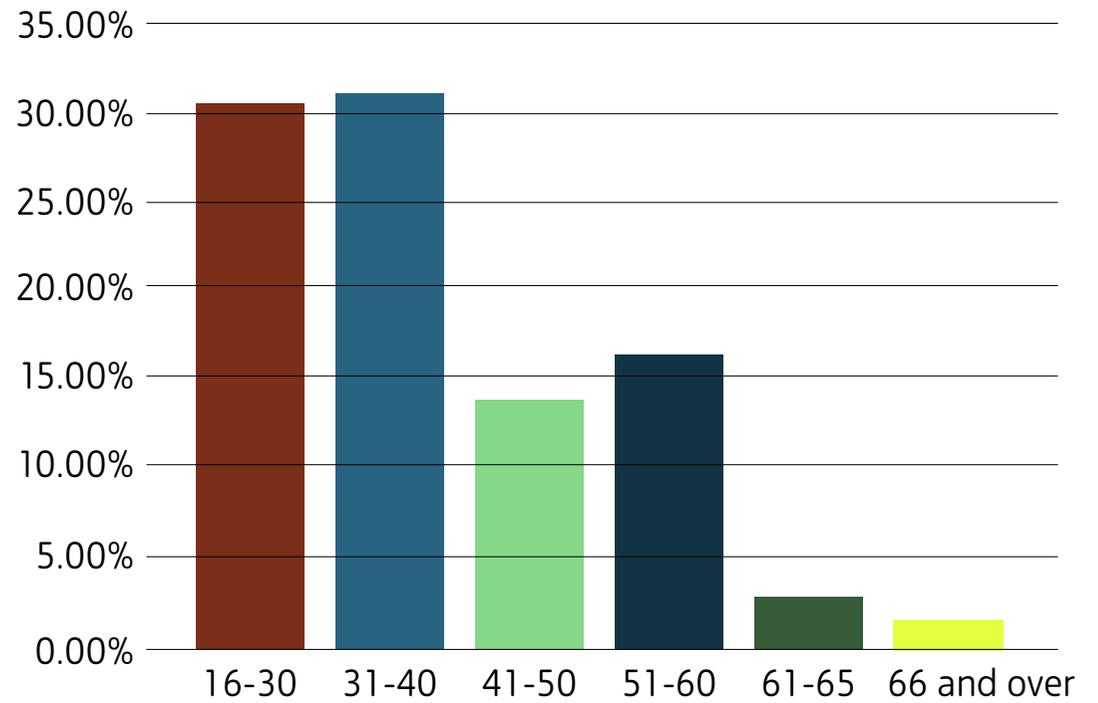
## NUMBER OF DIFFERENT NATIONALITIES REPRESENTED IN THE WORKFORCE:

19

# AGE

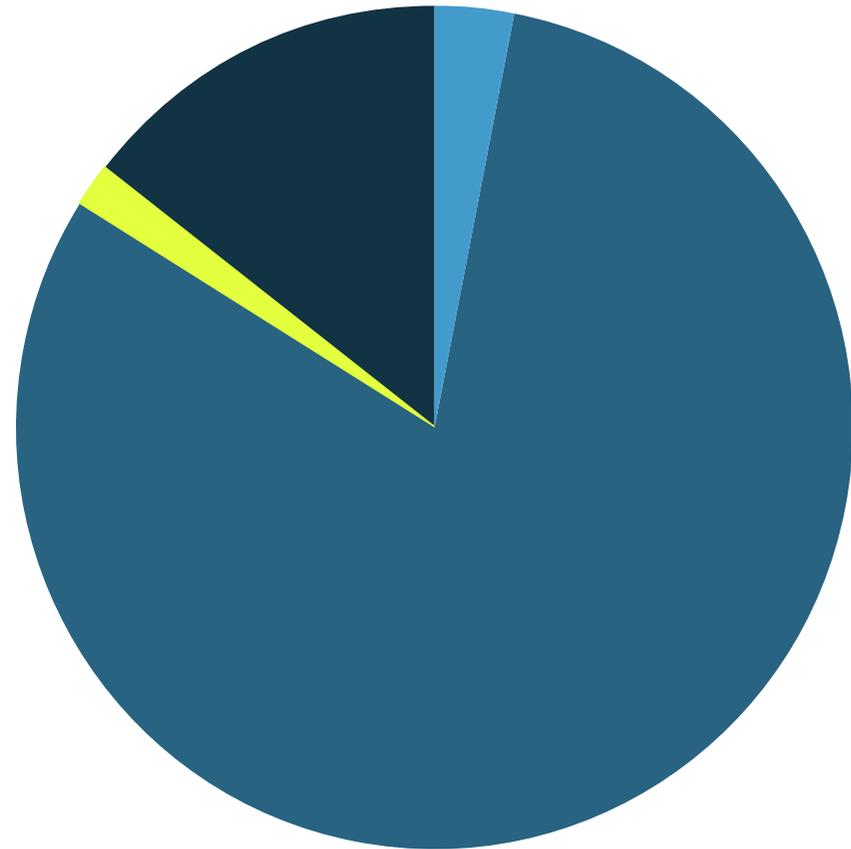
## WORKFORCE DATA FOR TATE COMMERCE

16-30	31.50%
31-40	32.00%
41-50	14.40%
51-60	17.10%
61-65	2.80%
66 AND OVER	2.20%



# DISABILITY WORKFORCE DATA FOR TATE COMMERCE

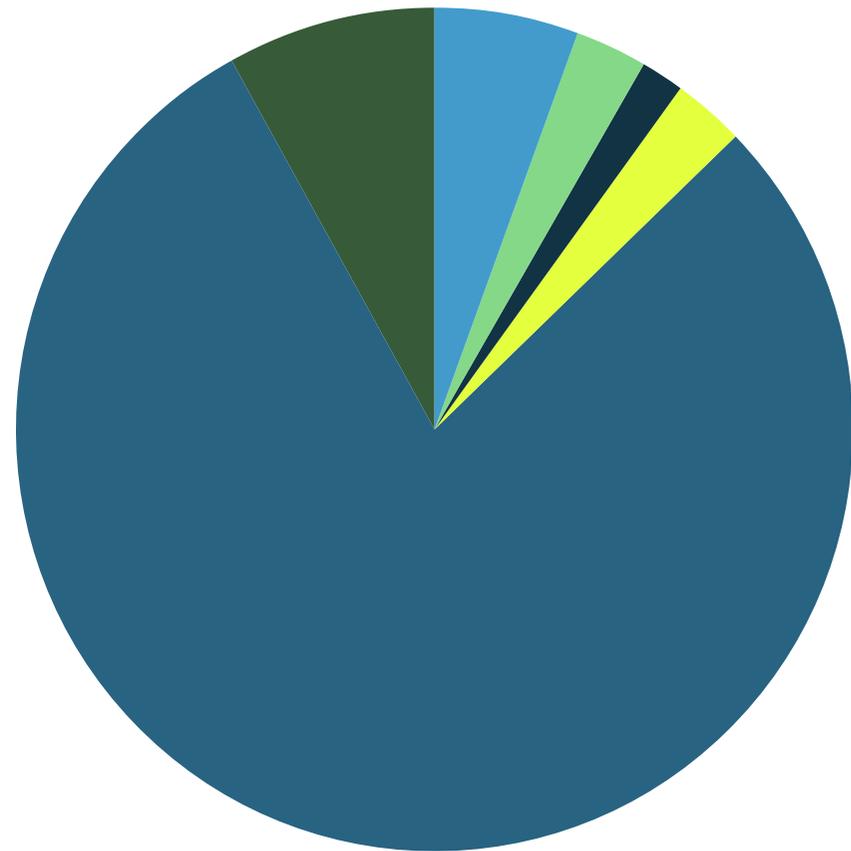
■ DISABLED	3.30%
■ NOT DISABLED	80.70%
■ NOT STATED	1.70%
■ PREFER NOT TO SAY	14.40%



# ETHNICITY

## WORKFORCE DATA FOR TATE COMMERCE

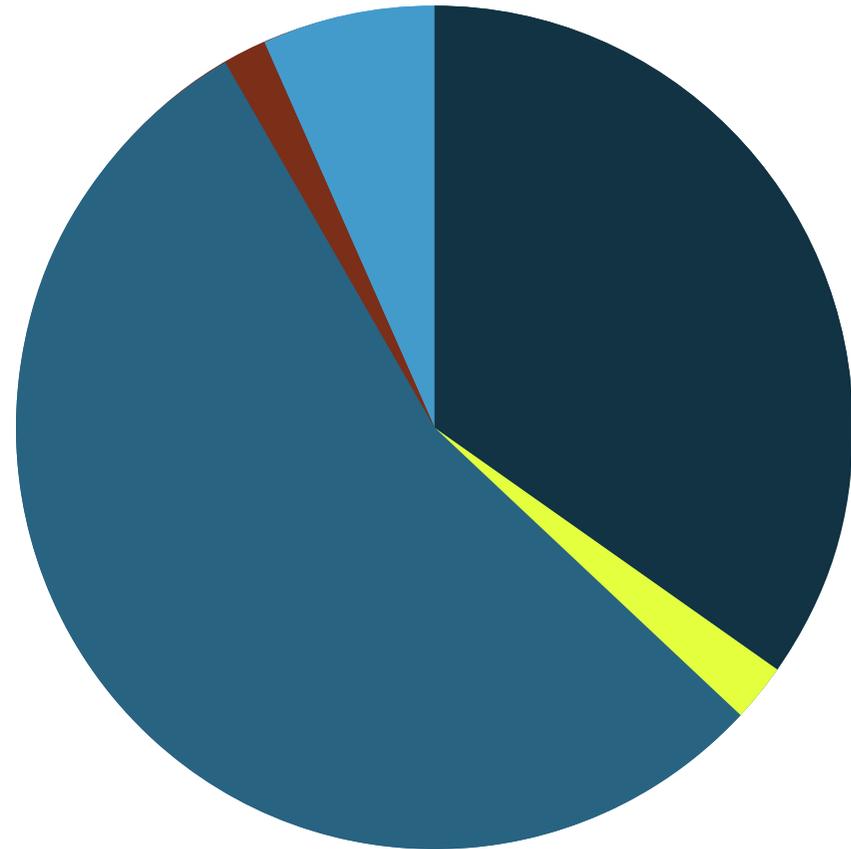
ASIAN	5.51%
BLACK	2.80%
MIXED	1.70%
OTHER ETHNIC GROUP	2.80%
WHITE	77.90%
PREFER NOT TO SAY	7.70%



# GENDER

## WORKFORCE DATA FOR TATE COMMERCE

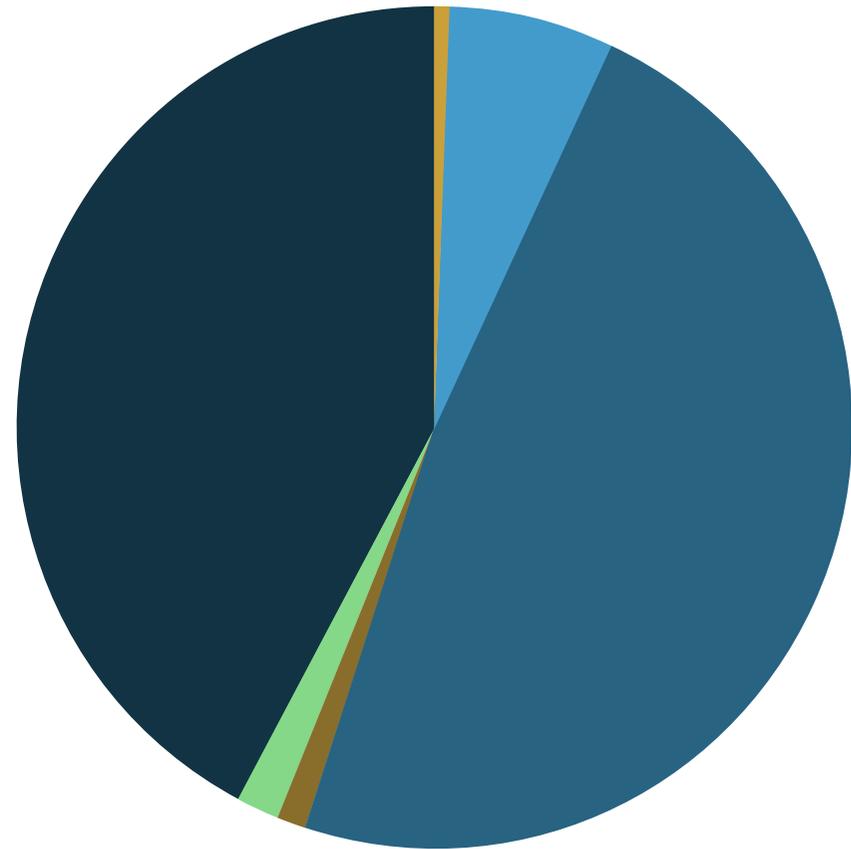
MAN	34.80%
OTHER GENDER IDENTITY	2.20%
WOMAN	54.70%
NOT STATED	1.70%
PREFER NOT TO SAY	6.60%



# RELIGION

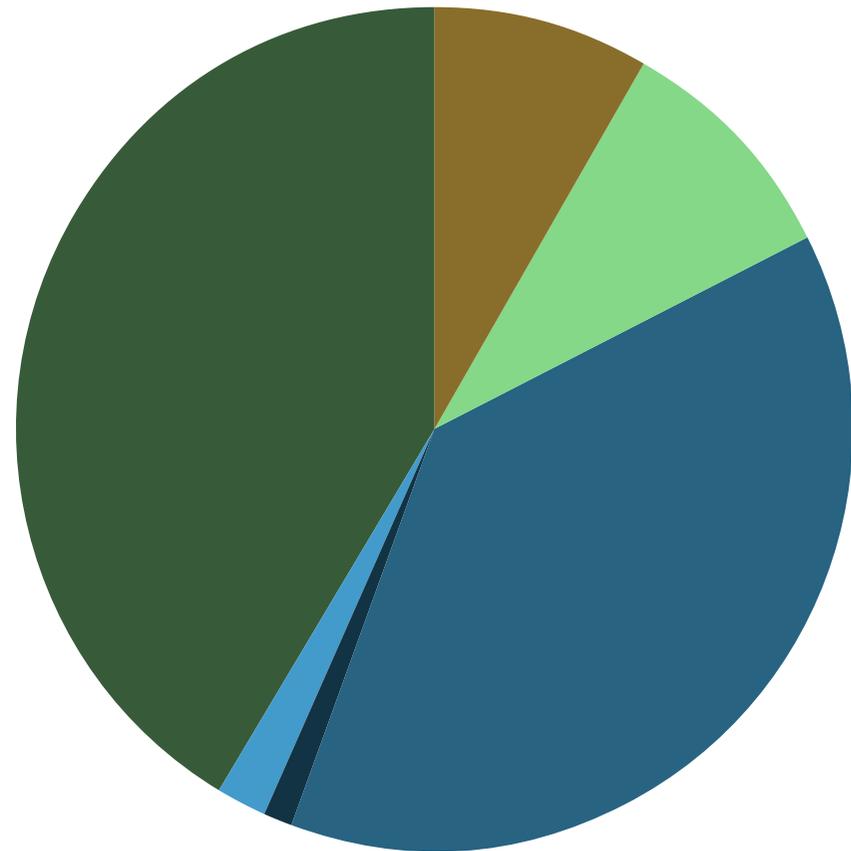
## WORKFORCE DATA FOR TATE COMMERCE

BUDDHIST	0.60%
CHRISTIAN	6.60%
HINDU	0.00%
JEWISH	0.00%
MUSLIM	0.00%
NO RELIGION	48.10%
OTHER	1.10%
SIKH	0.00%
NOT STATED	1.70%
PREFER NOT TO SAY	42.00%



# SEXUAL ORIENTATION WORKFORCE DATA FOR TATE COMMERCE

BISEXUAL	8.34%
GAY OR LESBIAN	9.40%
HETEROSEXUAL	38.10%
OTHER	1.10%
NOT STATED	1.70%
PREFER NOT TO SAY	41.40%



# 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 99% of our workforce has completed the Diversity Monitoring Questionnaire
- Tate's Workforce Diversity Profiles for 2023-24 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.