

# Workforce diversity analysis 2021–2022

The data below shows the picture of our workforce diversity across ethnicity, gender, sexual orientation and disability. Comparable benchmark data is also shown, based on UK working population levels).

We continue to recognise that some areas of our workforce are not as diverse in comparison with UK-wide levels, and we acknowledge there are under-served staff groups.

We also continue to recognise wider heritage sector trends and barriers to entry, unconscious or conscious, that all have impacts on the shape of our workforce.

We have, as a result, continued to improve our HR management information system to assist in this work and allow staff direct access to their personal data to encourage full disclosure of information.

We have continued with our new recruitment processes and system based on our values and the accompanying policy to support this. There are new guidelines on embedding Equality, Diversity and Inclusion (EDI) into our recruitment, especially recruitment channels.

We will continue to focus on working towards our six core goals:

- to improve diversity in recruitment
- to improve the management of workforce diversity
- to improve career development for under-served staff
- to improve inclusion through enhanced staff support
- to improve diversity through apprenticeships and work placements
- to improve workforce diversity governance

Explore our [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.

## Ethnic diversity

### Ethnically diverse people in the workforce

The year and UK benchmark	Percentage of ethnically diverse people in the workforce
2019–2020	10%
2020–2021	10%
<b>2021–2022</b>	<b>10%</b>
UK benchmark	14%

## Gender diversity

### Women in the workforce

The year and UK benchmark	Percentage of women in the workforce
2019–2020	74%
2020–2021	75%
<b>2021–2022</b>	<b>76%</b>
UK benchmark	47%

## Disability diversity

### People with disabilities in the workforce

The year and UK benchmark	Percentage of people with disabilities in the workforce
2019–2020	9%
2020–2021	8%
<b>2021–2022</b>	<b>8%</b>
UK benchmark	11%

## LGBTQ+ diversity

### LGBTQ+ people in the workforce

The year and UK benchmark	Percentage of LGBTQ+ people in the workforce
2019–2020	6%
2020–2021	6%
<b>2021–2022</b>	<b>6%</b>
UK benchmark	3%