



# Diversity Data Report

2022

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# Introduction

## Why collect diversity data?

Through our Equality, Diversity & Inclusion Framework and as a National Portfolio Organisation, Wessex Museums is committed to reflecting the diversity of the region in our organisations. This includes Wessex Museums Trust and our four partner museums. It is only through the collection and analysis of diversity data on our staff, trustees, and volunteers that we can understand the diversity of our organisations.

Every three years we undertake to collect diversity data on our workforce and governance in our partner museums and the Wessex Museums Trust. A questionnaire is issued to all staff, trustees and volunteers covering age, gender, sexual orientation, ethnicity, disability, neurodiversity, and socio-economic background. This data is updated on an annual basis as people join or leave our organisations.

This report is a review of the latest diversity data from our organisations (captured between October 2021 and May 2022) compared against the latest regional and local area data from the Office for National Statistics (ONS), including the Census 2011 and Annual Population Surveys.

The report provides an overall picture of the diversity of our staff, trustees, and volunteers across the partnership.

The data in this report is used to help each museum and Wessex Museums Trust understand where we can improve diversity in our organisation. This helps the organisations to set targets and take positive action through recruitment and selection practices.

# Setting the Context

## Diversity Data from the Region

To fulfil our commitment to reflect the diversity of our region in our organisations, we must first understand the context of diversity in our region. We use the most up-to-date and most closely comparable data from the Office for National Statistics (ONS) to better understand the data collected through our workforce and governance diversity surveys.

This section of the report provides diversity data for the region and the local authority areas of our museums, where it is available, across all categories surveyed. The data supports a better understanding of where representation in our organisations does not currently reflect that of the local and regional populations.

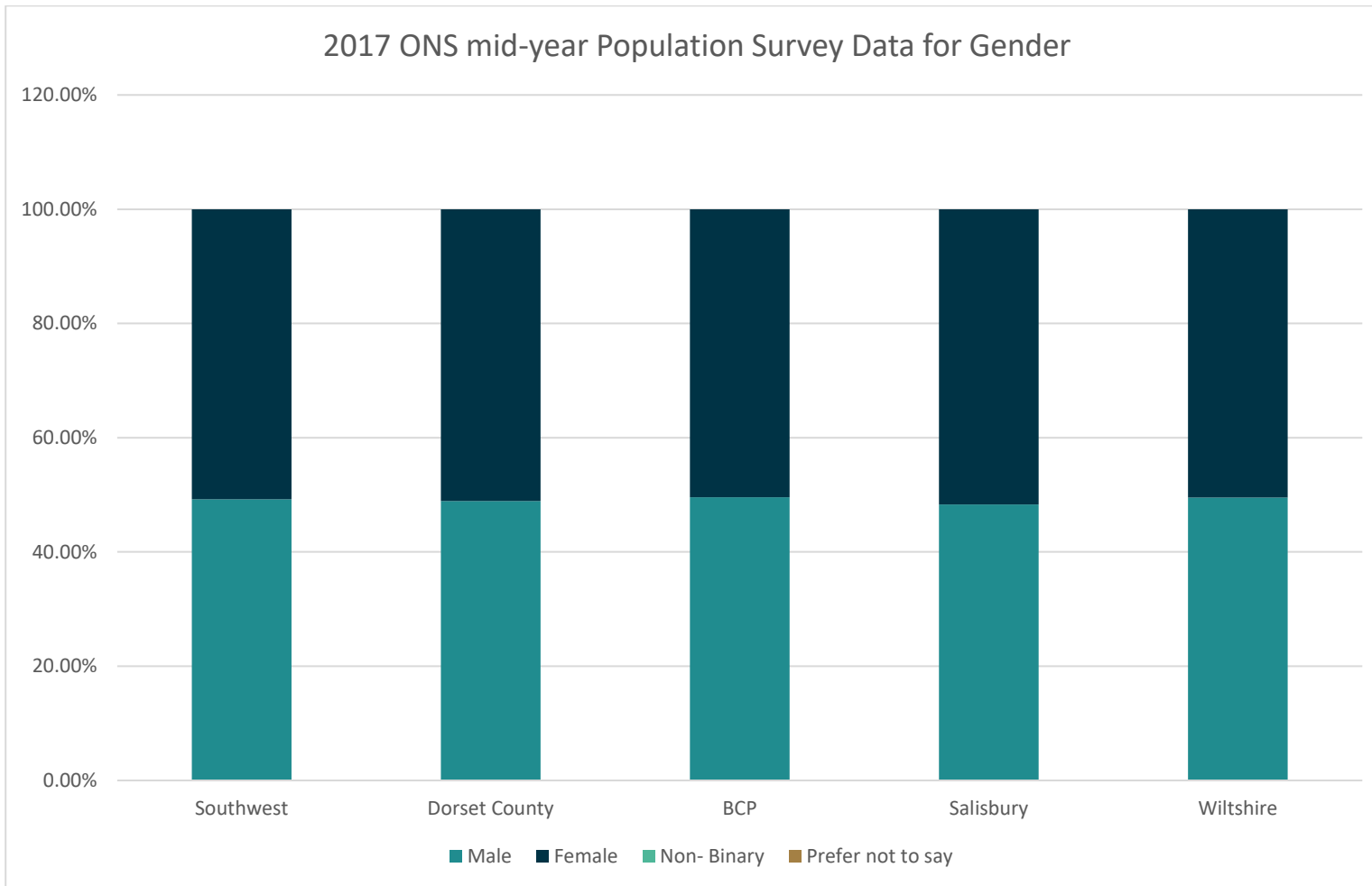
The ONS Census is the most accurate and reliable source for diversity data, as well as being the most closely comparable to the categories set by Arts Council England for National Portfolio Organisations, which Wessex Museums uses in its diversity surveys. However, at the time of writing the ONS Census 2021 data had not yet been published (released October 2022) and we therefore recognise that some of the data used to provide a picture of diversity in the region in this report is now 10 years old. We have therefore used more up to date ONS data from the mid-year Population Surveys where possible, however this data is based on estimation from a smaller cohort of respondents than the Census. In the categories of neurodiversity and socio-economic background, there are currently no local or regional comparable data from ONS or any other validated source available to use as a comparator.

Wherever possible, regional, and local data from the most up-to-date sources from the ONS have been used as comparators for the data collected through the Wessex Museums surveys. The data sources used in each category are listed below:

- **Gender:** ONS Mid-year Population Survey Estimates (2017)
- **Age:** ONS Mid-year Population Survey Estimates (2017)
- **Disability:** ONS Census (2011)
- **Neurodiversity:** Currently no local or regional data from ONS or other validated source available to use as a comparator. The Local Government Association estimate of 15 % of population being neurodiverse, is quoted in the report.
- **Socio-economic Background:** Currently no local or regional data from ONS or other validated sources is available to use as a comparator. ONS Labour Force Survey (April to June 2022) is quoted in the report.
- **Sexual Orientation:** ONS Annual Population Survey Estimates (2020)
- **Ethnic Origin:** ONS Census (2011)

# Setting the Context

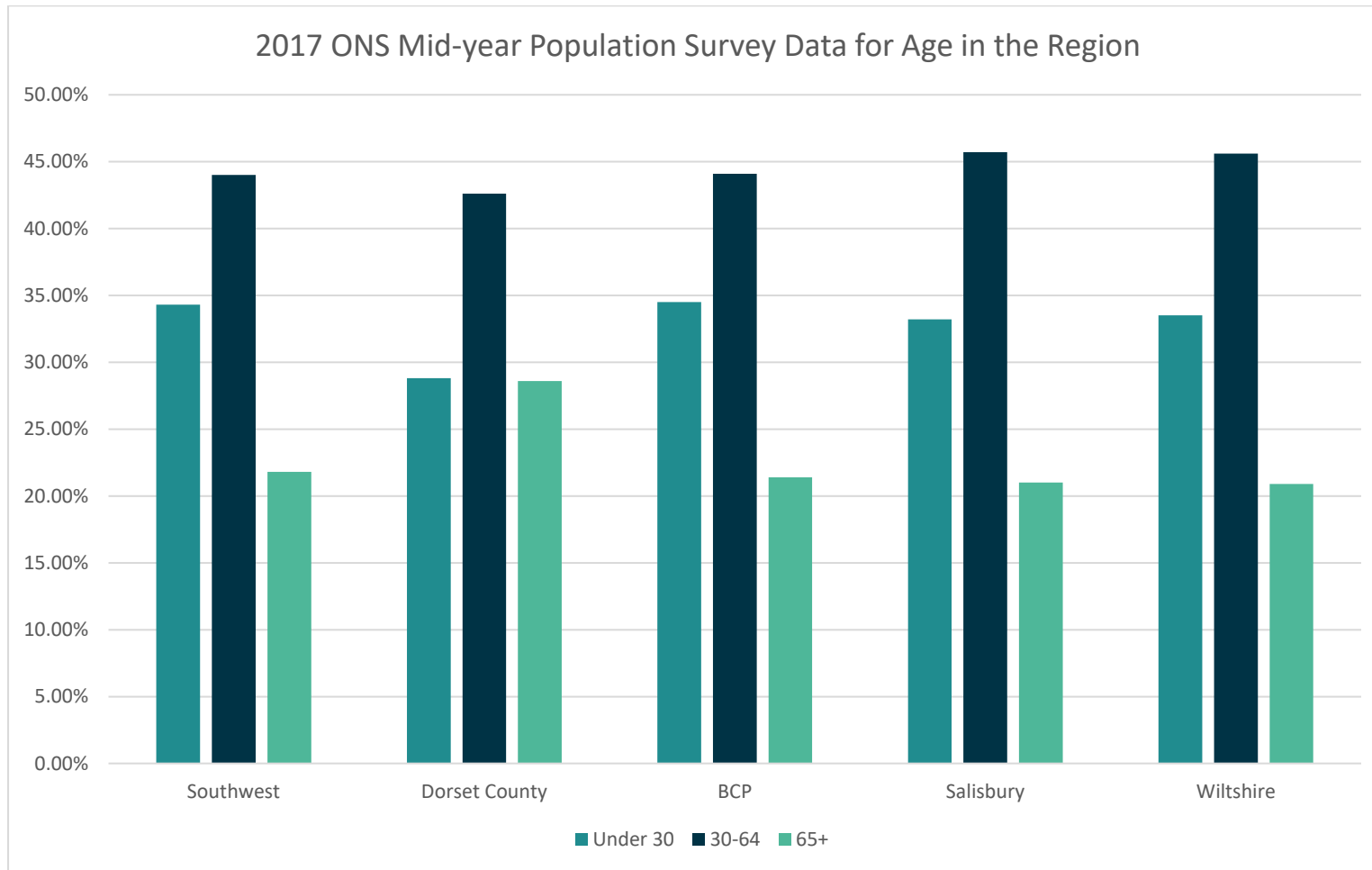
## Gender In the Region



- ONS (2017) mid-year Population Survey data does not collect data on 'non-binary' or 'prefer not to say' so is not exactly comparable to the partnership's data set.

# Setting the Context

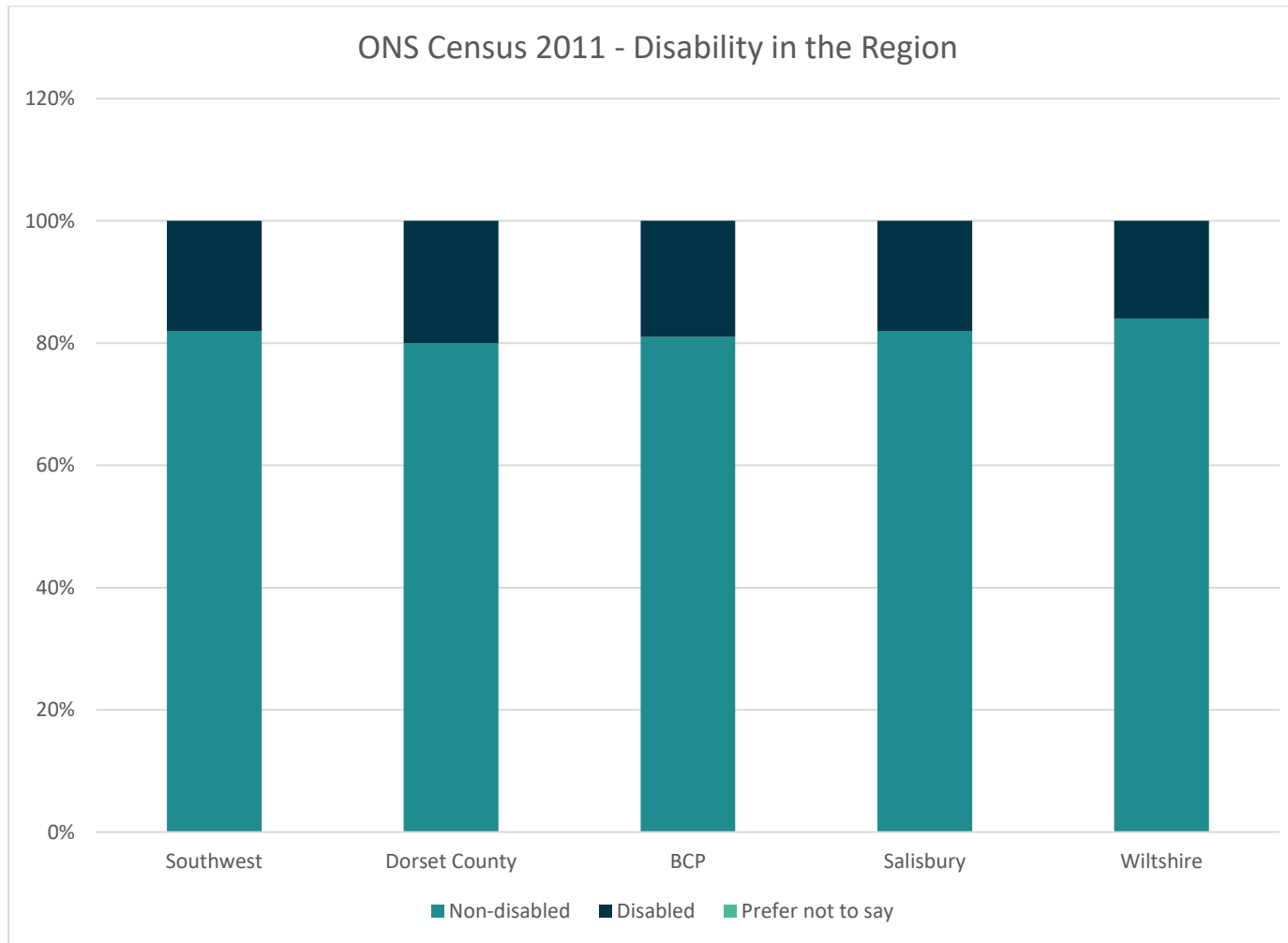
## Age in the Region



- Age ranges collected by the ONS and Arts Council England differ, so are not exactly comparable.
- The southwest as a whole, and all the museums' local areas, have populations where more than 20% of the population are over the age of 65.

# Setting the Context

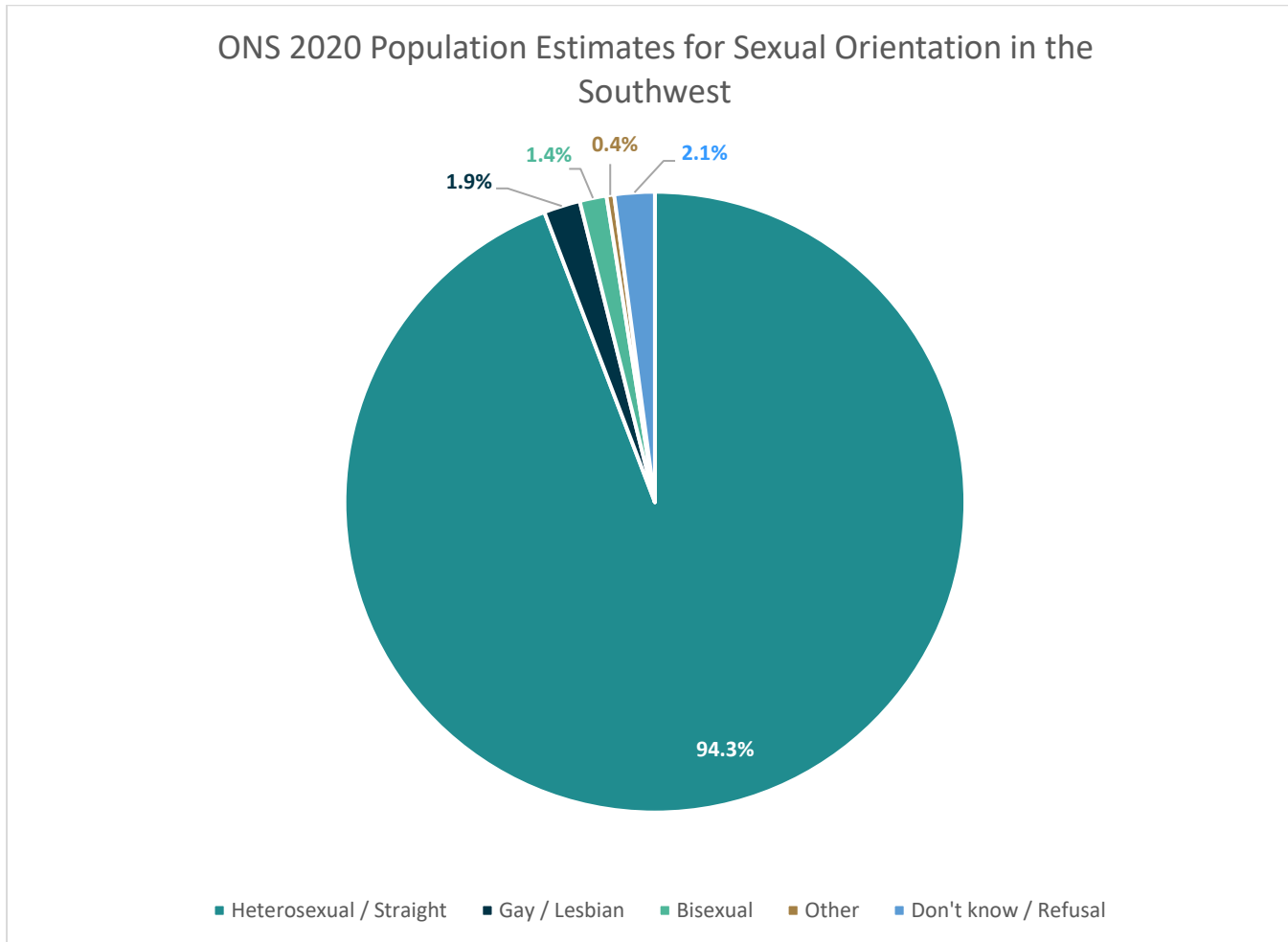
## Disability in the Region



- *'Prefer not to say'* responses are not recorded in the 2011 Census data for disability.
- The classifiers for disability in the Wessex Museums survey and the 2011 Census differ. For the purposes of the comparisons in this report, Census responses *'no limiting illness'* are compared directly to *'non-disabled'* responses on the Wessex Museums survey, and *'daily activities limited in some way'* responses to the Census are compared directly to *'disabled'* responses in the Wessex Museums survey.
- On average, 18.2% of the population in the Wessex region identifies as having a disability.

# Setting the Context

## Sexual Orientation in the Region

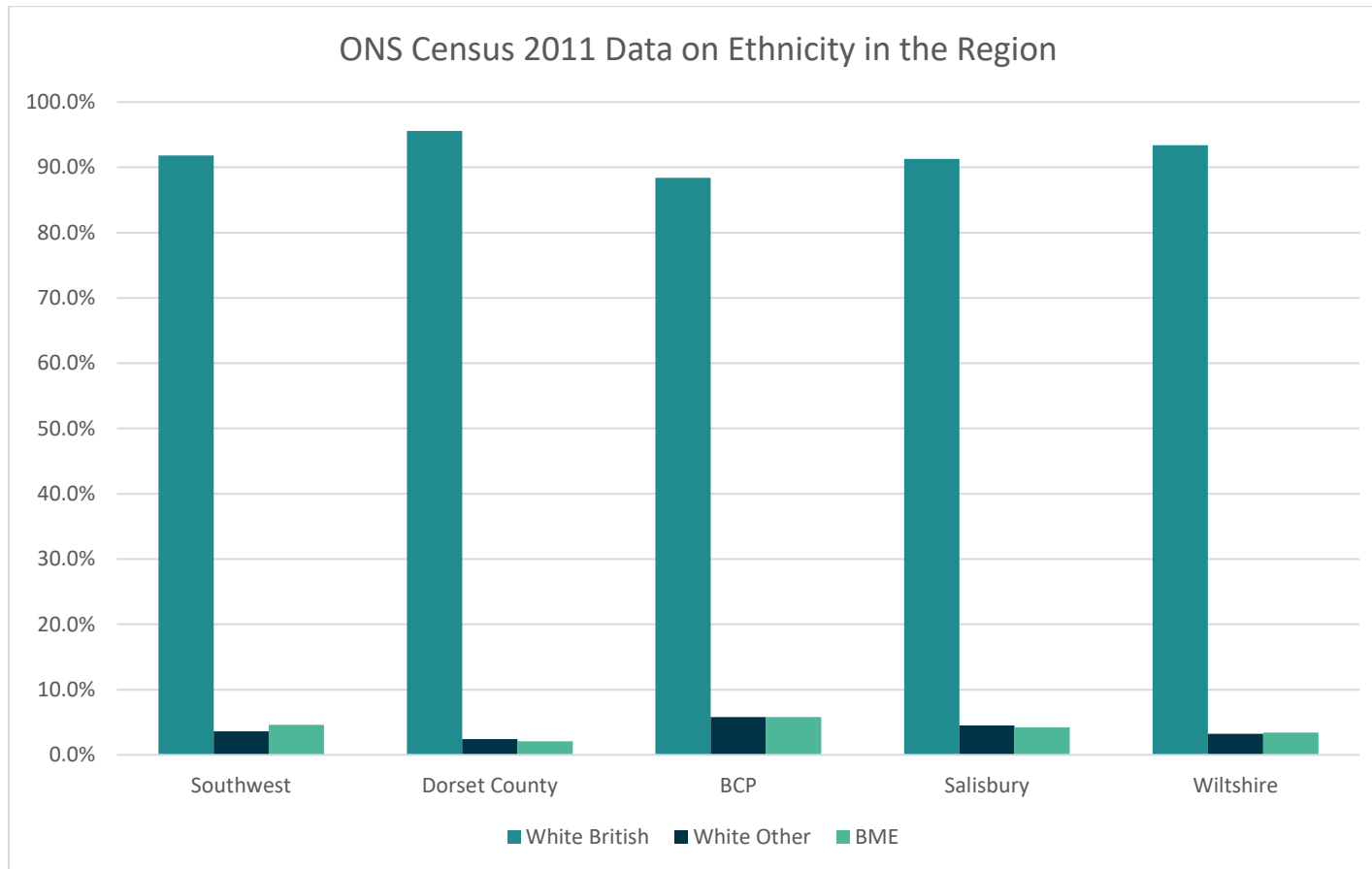


- The classifiers for sexual orientation in the Wessex Museums survey are more comprehensive than in the ONS 2020 Population Estimates, where *Gay* and *Lesbian* are grouped, and there is no response option for *Queer*.



# Setting the Context

## Ethnic Origin in the Region

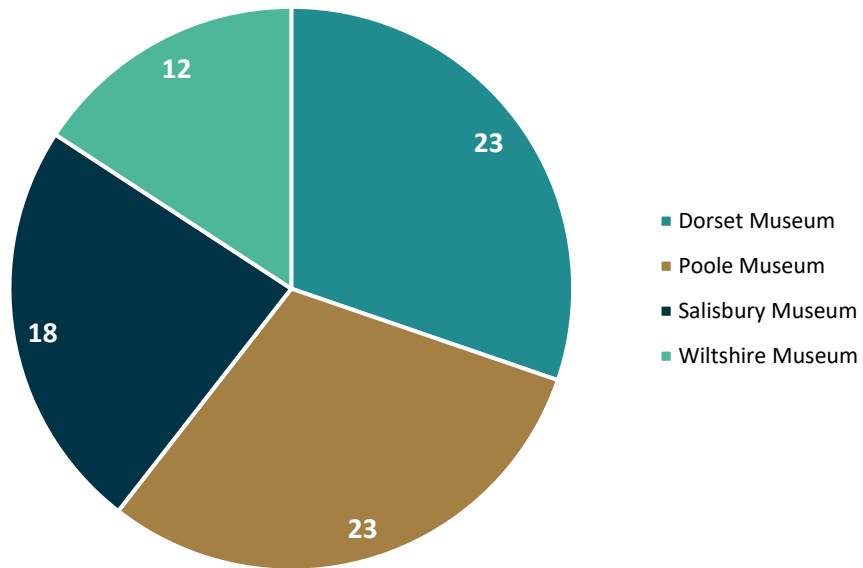


- The classifiers for ethnic origin in the Wessex Museums survey are more comprehensive than in the 2011 Census, where *BME* are grouped.
- The BCP local authority area is the most diverse with 5.8% of the population identifying as *BME*. Dorset county is the least diverse with only 2% of the population identifying as *BME*.
- The term *BME* is taken from the ONS Census 2011 and is not the terminology used by Wessex Museums to describe ethnic groups. However, the term *BME* is used in this report for clarity to directly reference and compare with the ONS Census 2011.

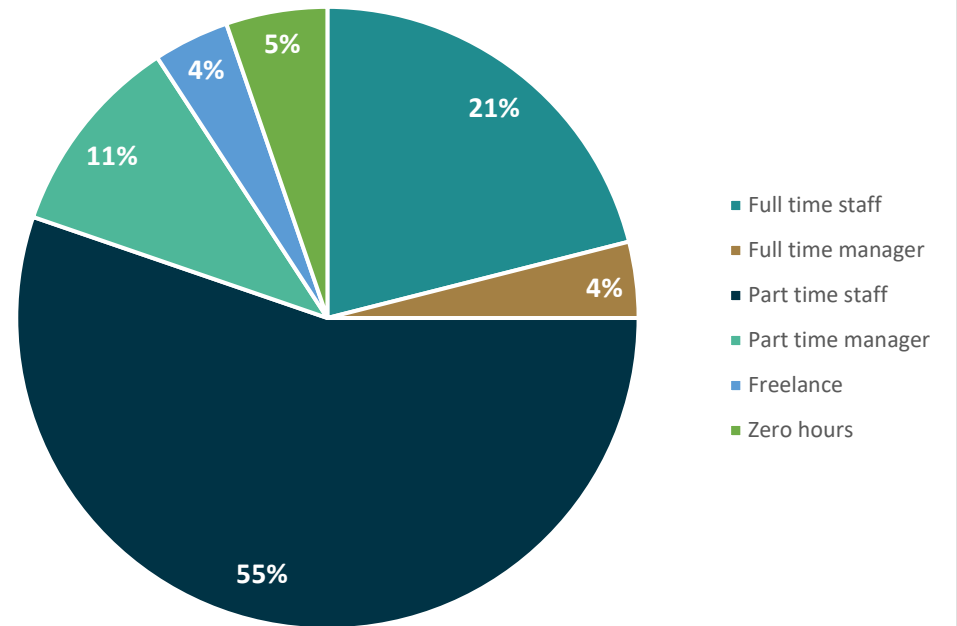
# Staff Diversity Data

## Wessex Museums Partnership

Which museum do you work for?

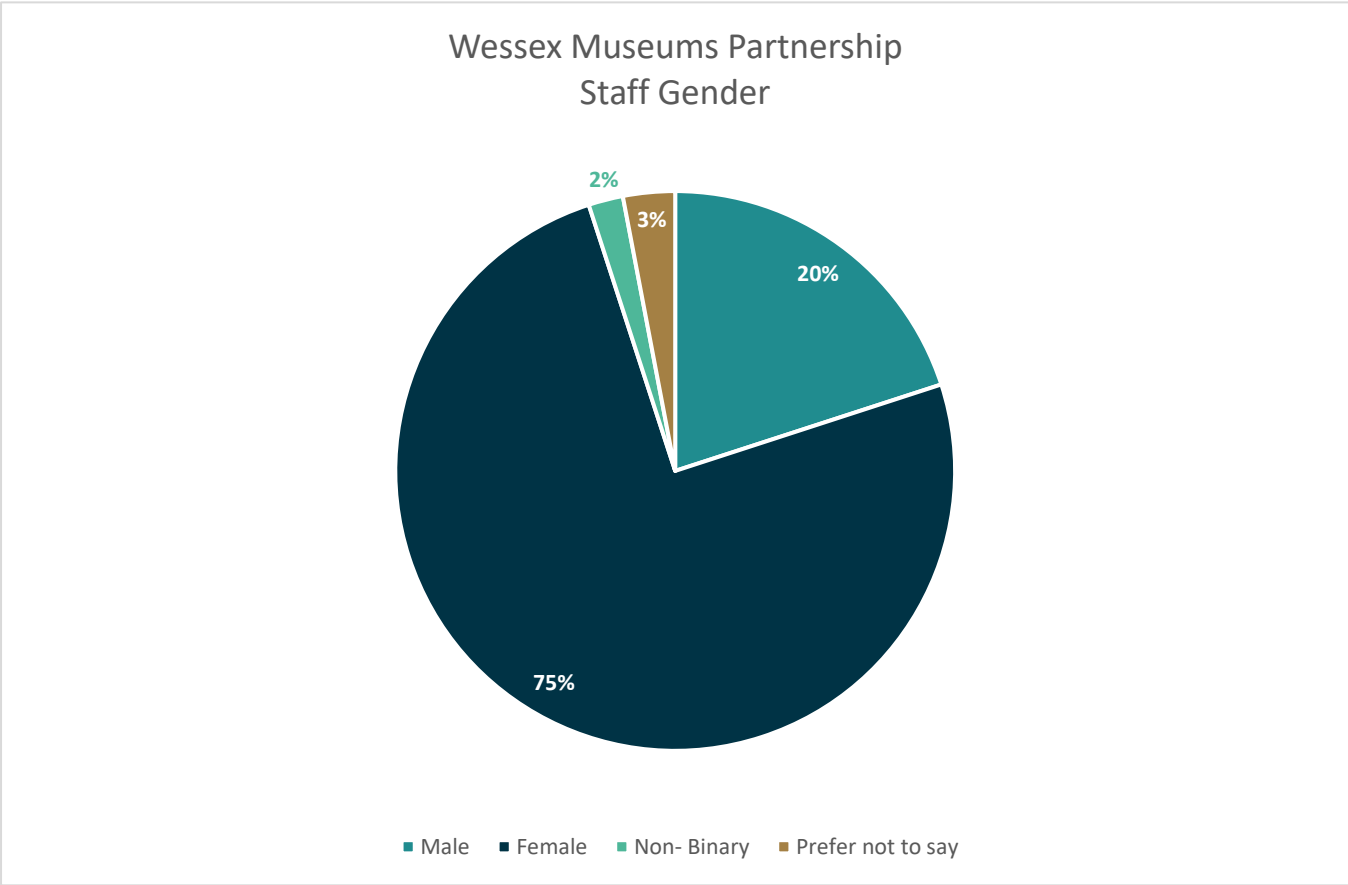


What is your role in the museum?



# Staff Diversity Data

## Gender

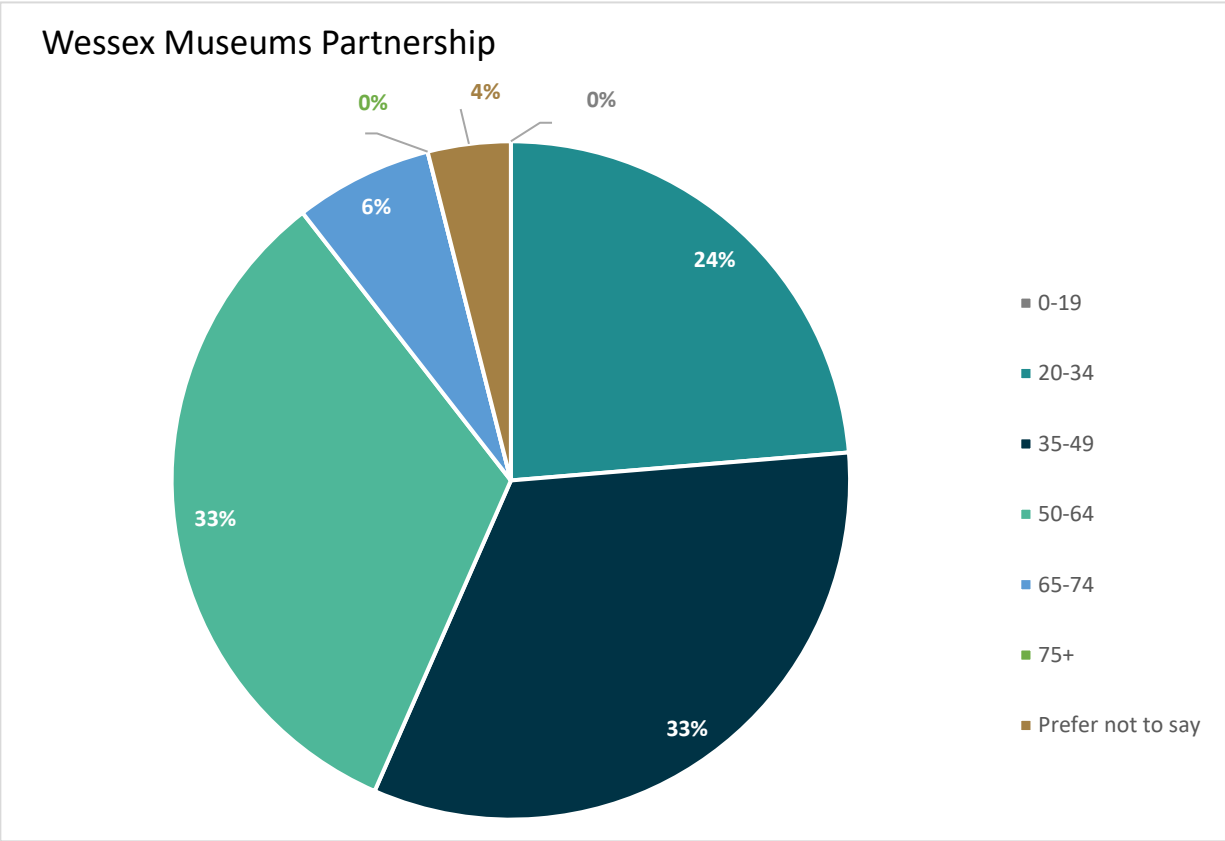


### Key Observations:

- Predominantly female staff across the partnership.
- The percentage of male staff in partner museums is 30% lower than in the southwest population.

# Staff Diversity Data

## Age

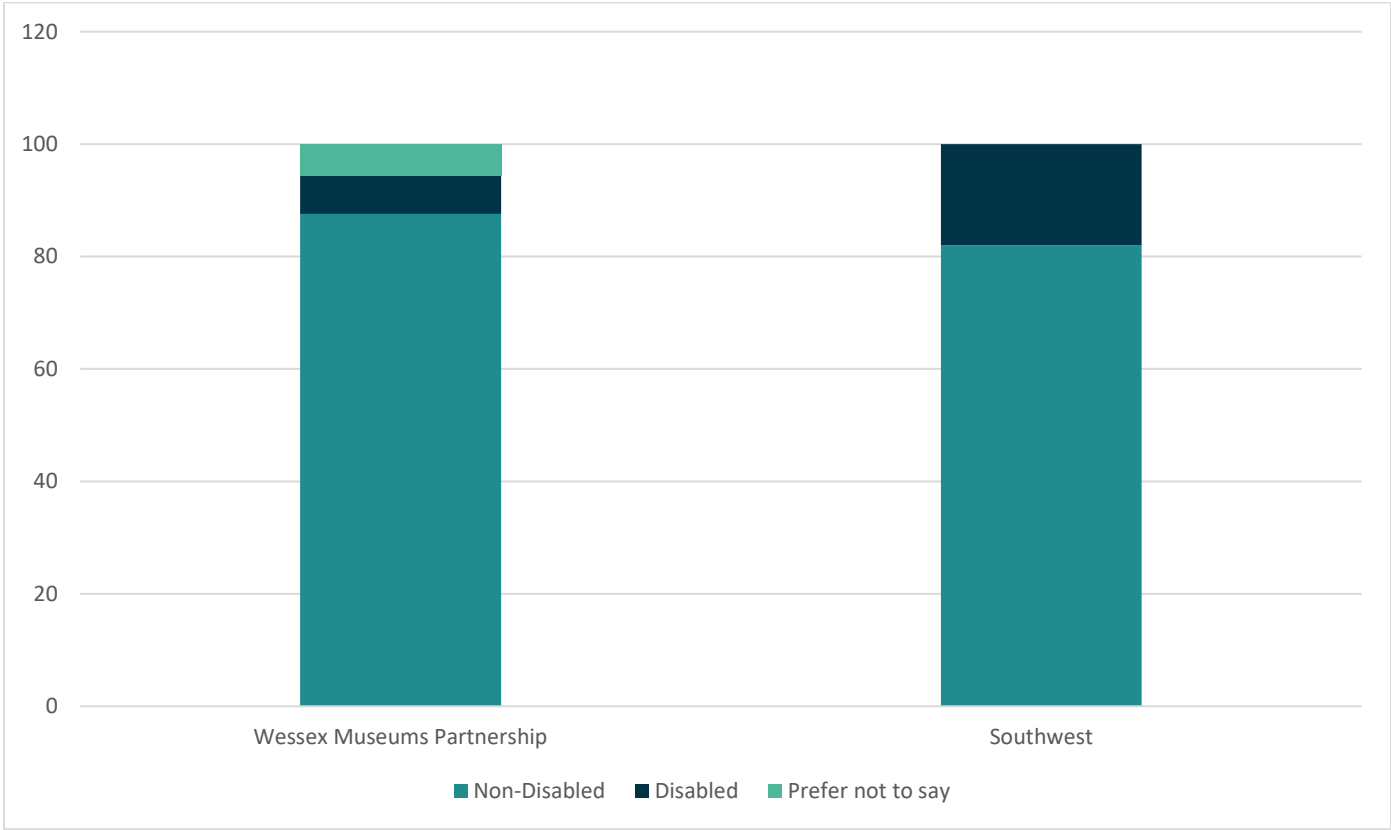


### Key Observations:

- No workers under the age of 20 or over the age of 75 years across the partnership.

# Staff Diversity Data

## Disability



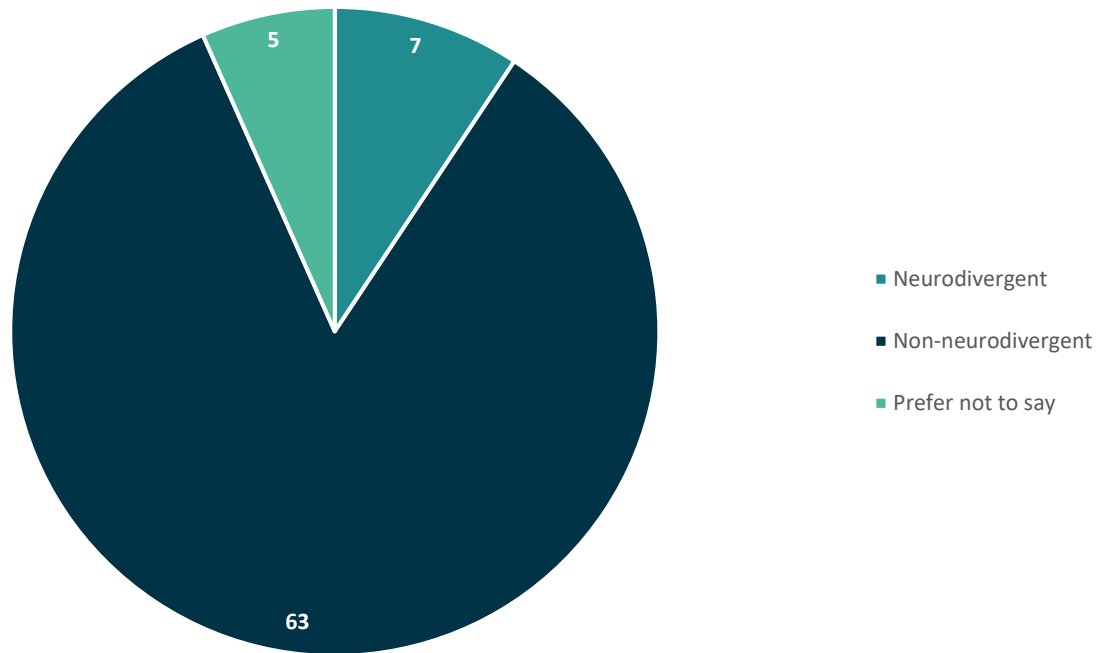
### Key Observations:

- The number of staff that identify as disabled across the partnership is just under 7% as compared to 18% of the population in the southwest.

# Staff Diversity Data

## Neurodiversity

### Wessex Museums Partnership

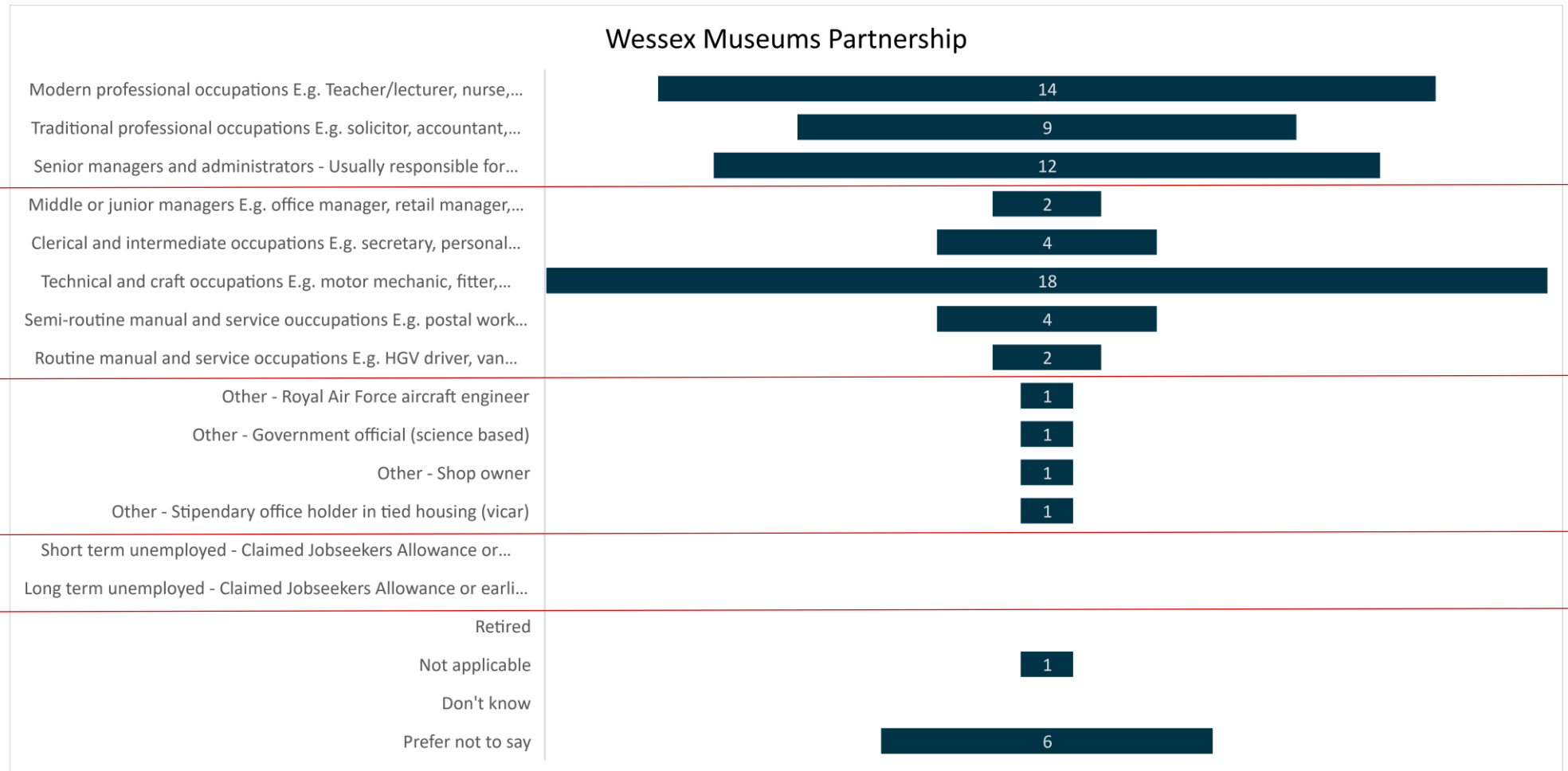


#### Key Observations:

- All partner museums have neurodivergent staff.
- There is currently no confirmed regional or national data on neurodivergence in the population. The Local Government Association estimates that around 15% (1 in 7 people) in the UK are neurodivergent. On this basis, neurodivergence is currently under-represented in the workforces across the partnership.

# Staff Diversity Data

## Socio-economic Background



# Staff Diversity Data

## Socio-economic Background

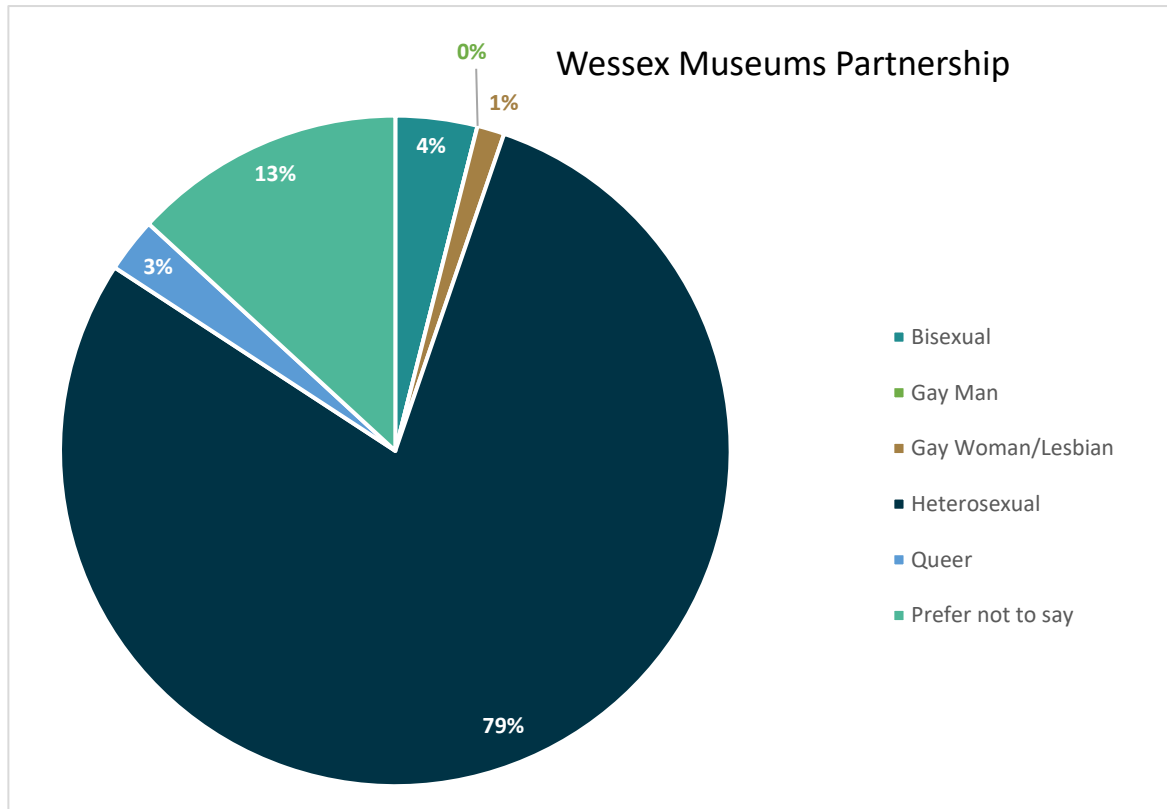
### Key Observations:

- Some partner museums appear to have a higher percentage of the workforce from assumed higher socio-economic backgrounds than they do from assumed lower socio-economic backgrounds.
- No respondents selected the unemployed categories, which indicates that no one in the museums' workforce is from the most deprived backgrounds. Between April and June 2022, 2.8% of the population in the southwest of England was unemployed. (ONS Labour Force Survey)



# Staff Diversity Data

## Sexual Orientation

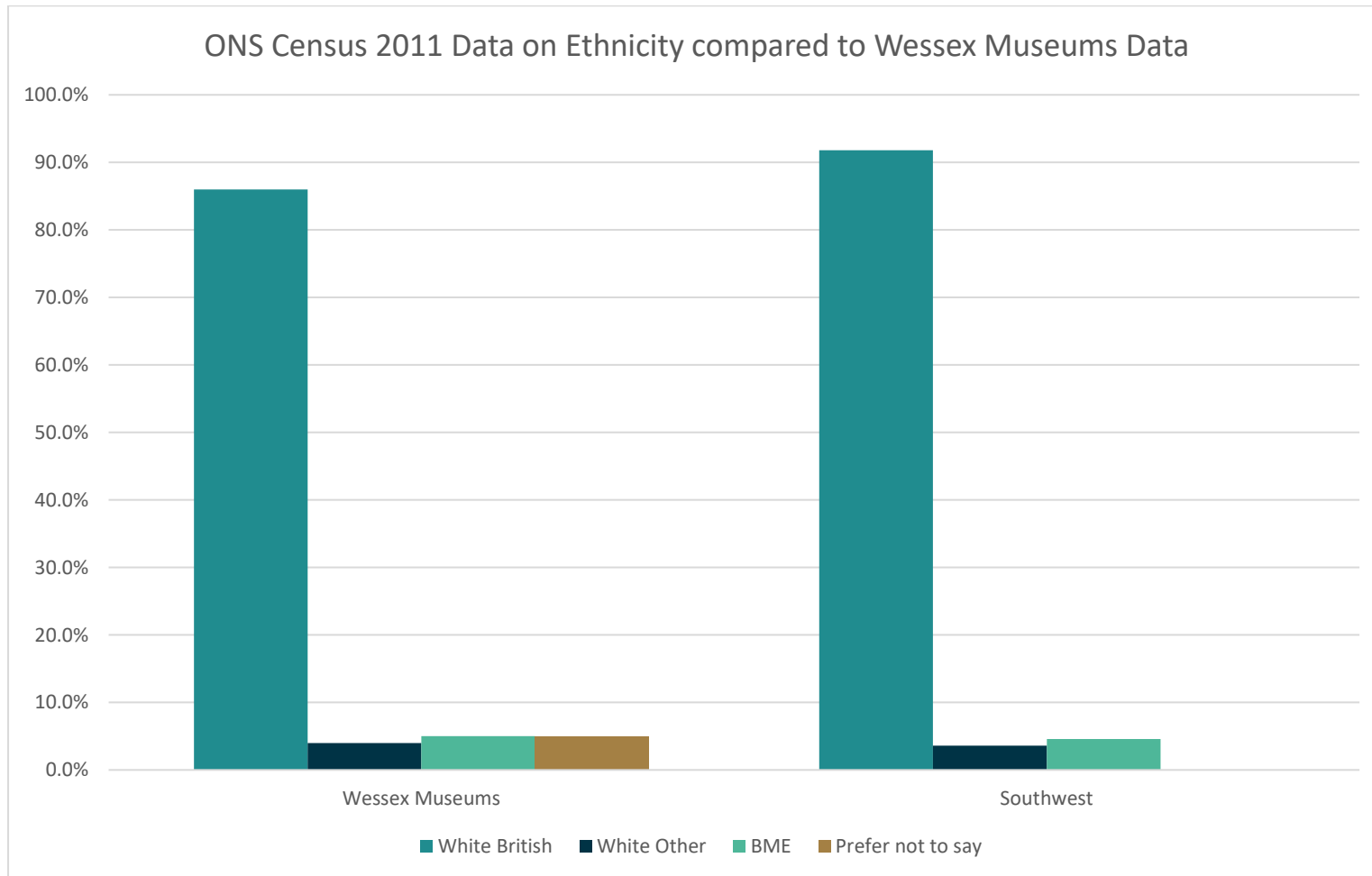


### Key Observations:

- This question had the highest percentage of 'prefer not to say' responses in all partner museums.
- As compared to the ONS 2020 population estimates for sexual orientation in the southwest, the Wessex Museums partnership as a whole appears to have greater *Bisexual* and *Queer* representation on its workforce but is less representative of *Gays* and *Lesbians*, as compared to the southwest population.
- All partner museums have at least one, (in some cases, only one), member of staff that identifies as LGBTQ+.

# Staff Diversity Data

## Ethnic Origin



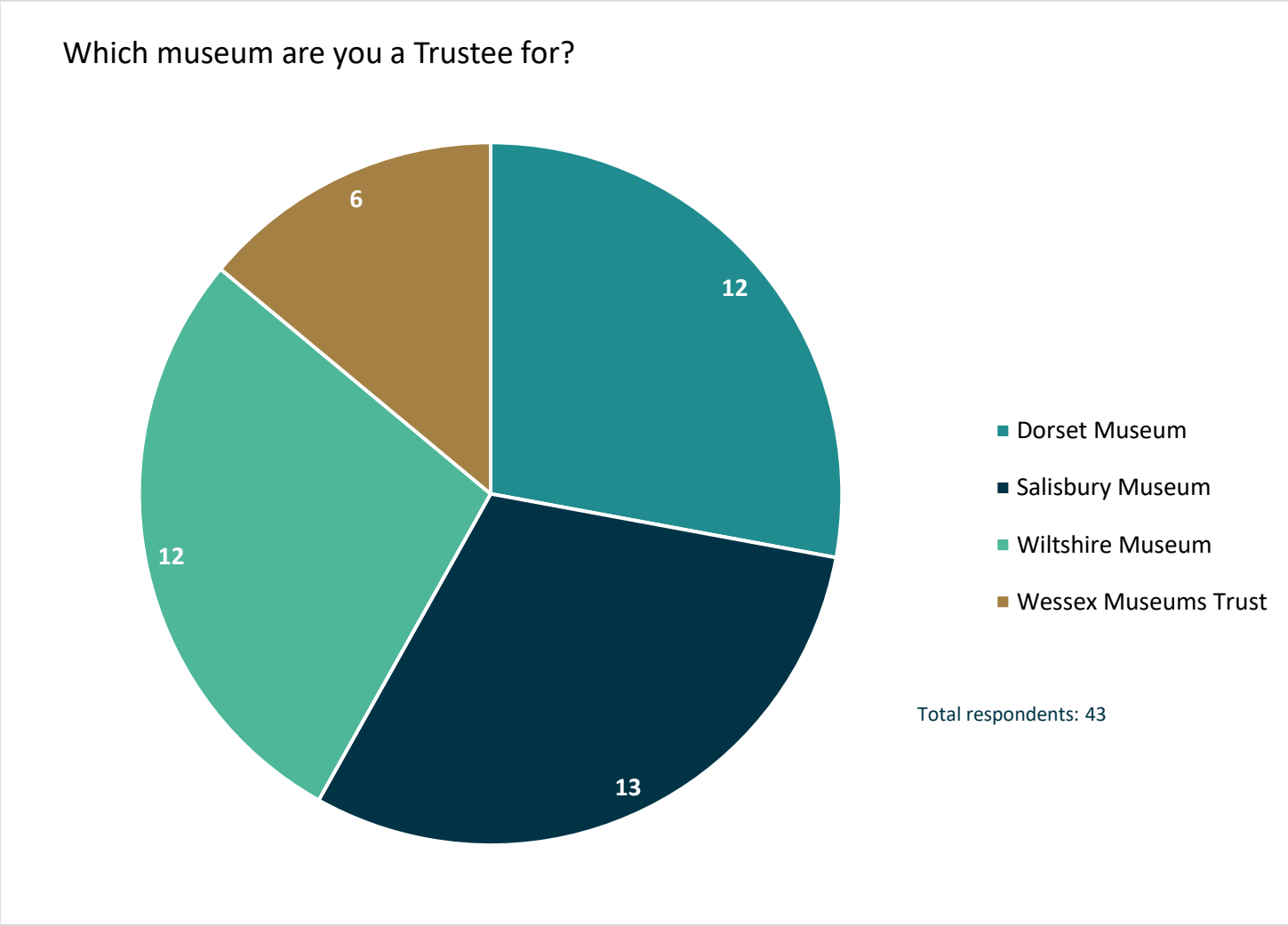
### Key Observations:

- The workforce in the Wessex Museums appears to align with the ethnicity data for the southwest. However, there were 5% 'prefer not to say' responses overall to the survey.

## Conclusions

- Response rates to the questions have improved, but there is still work to do to encourage responses in relation to disability, sexual orientation, and neurodiversity. Providing staff with a better understanding of why the data is being collected and greater emphasis on why it is important, including sharing this report, could help response rates to improve. Supporting staff with terminology could also improve response rates.
- The museums' workforce continues to be largely made up of part-time workers with women significantly in the majority. In terms of full-time positions, there are equal numbers of men and women occupying these roles. There are more female than male managers across the partnership, however only one female manager is in a full-time role.
- There is good age diversity across the partnership, however no museums have workers under the age of 20 and very few over the age of 65 years old. Consideration should be given to how the museum workplace could be more accessible to workers in these age groups.
- There are certain categories where individual museums could focus more on diversifying their staff through, for example, positive action in their recruitment.
- In many categories, there are only one or two members of staff who identify with a protected characteristic under the Equality Act 2010. The partner museums should be aware of this and the potential issues that staff may experience in the workplace as the only representative of a particular characteristic in the workforce. The partner museums should consider how they can specifically support these members of staff.

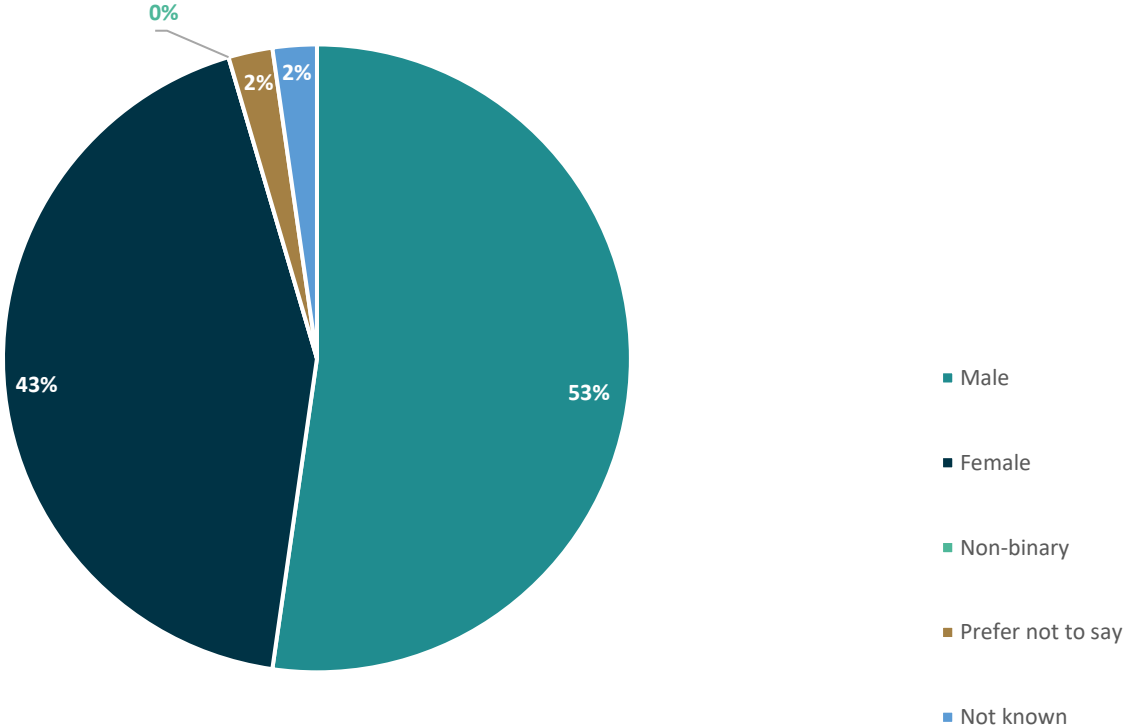
# Trustee Diversity Data



# Trustee Diversity Data

## Gender

Wessex Museums Partnership



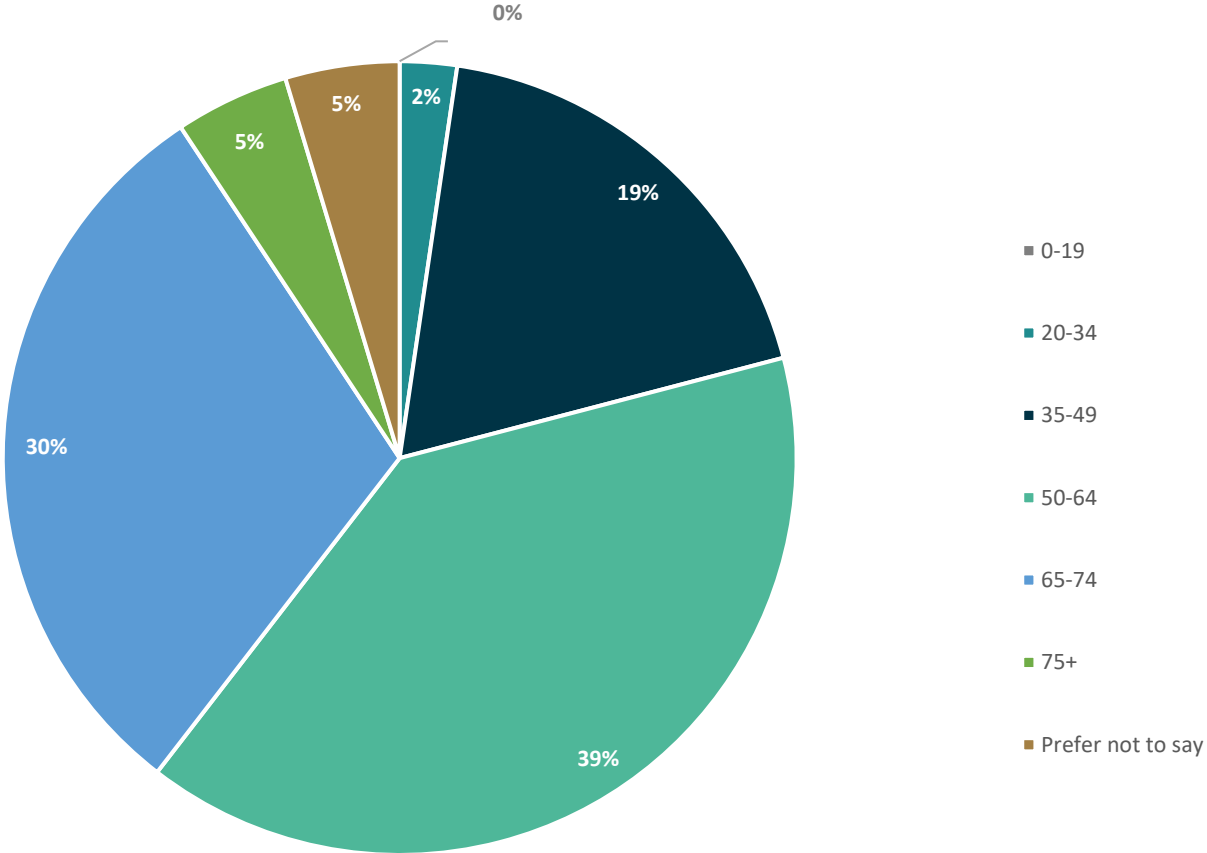
**Key Observations:**

- Gender balance on Boards is generally good across the partnership and reflects the local and regional populations. However, there is no non-binary representation at present.

# Trustee Diversity Data

## Age

Wessex Museums Partnership



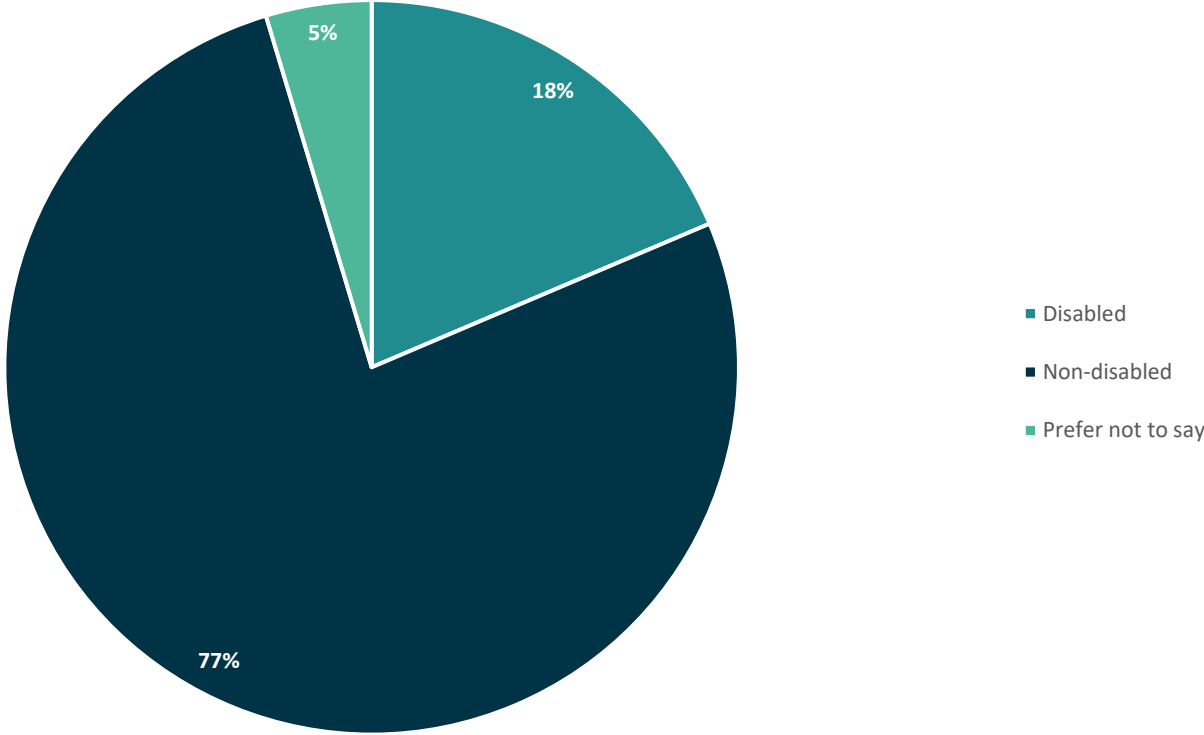
### Key Observations:

- The majority of trustees across the partnership and on all partner organisation Boards are over the age of 50.
- There is only one partner organisation with trustees under the age of 35.

# Trustee Diversity Data

## Disability

Wessex Museums Partnership



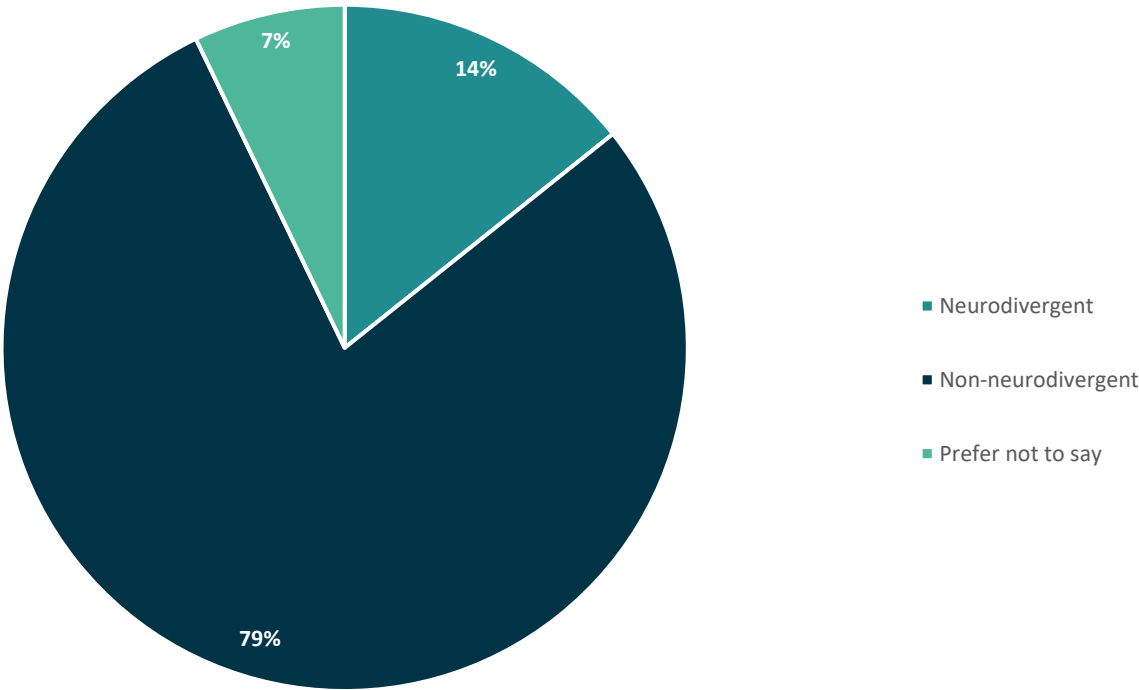
### Key Observations:

- Overall, the percentage of trustees with a disability across the partnership reflects the southwest population.
- However, one partner organisation appears to have no disabled representation on its Board.

# Trustee Diversity Data

## Neurodiversity

Wessex Museums Partnership



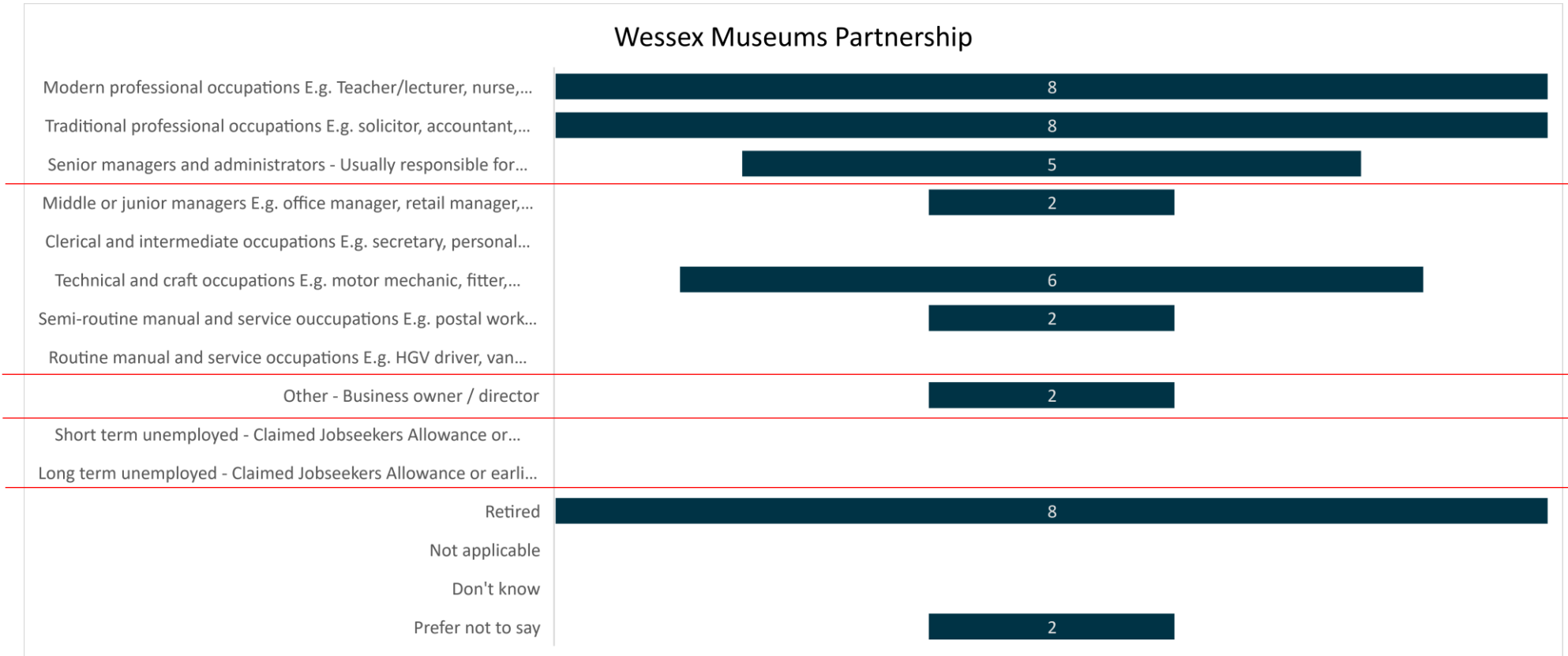
**Key Observations:**

- Most of the partner organisations have neurodiverse representation in line with or exceeding the LGA estimated 15% of the UK population.
- One partner organisation appears to have no neurodiverse representation on its Board.



# Trustee Diversity Data

## Socio-economic Background

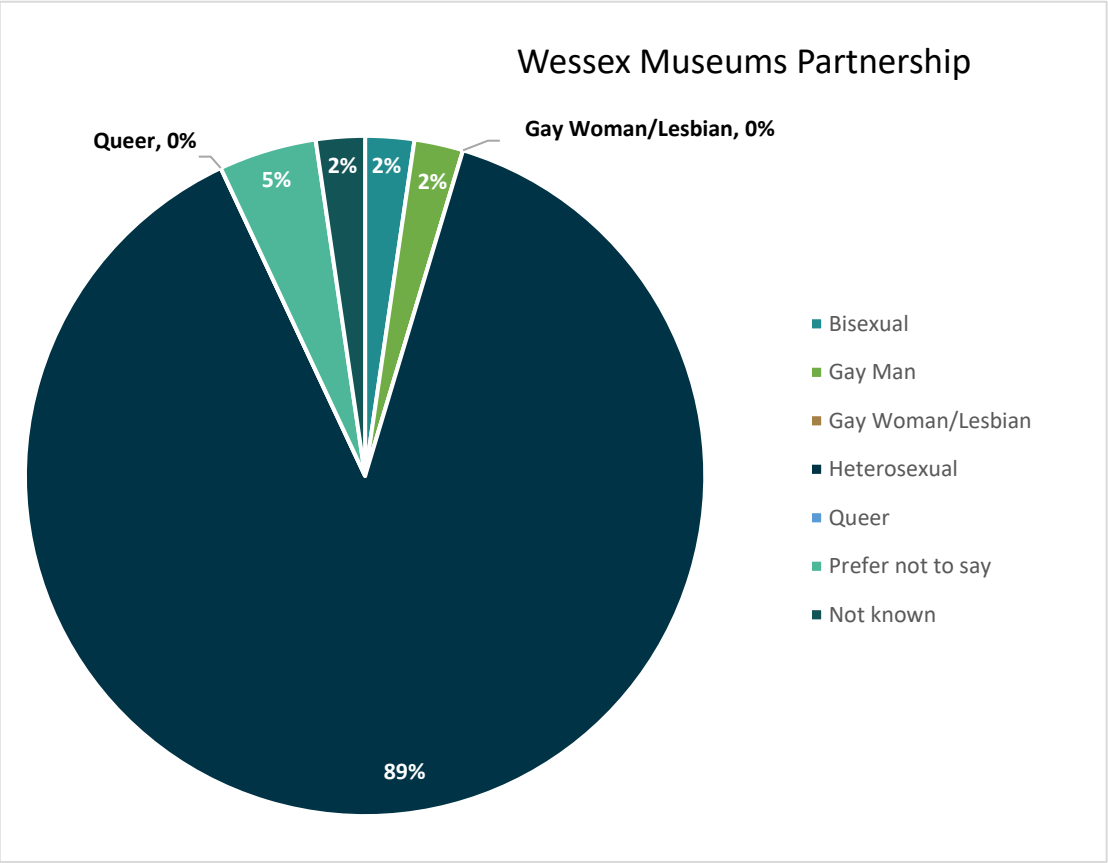


### Key Observations:

- The majority of trustees (more than 75%) claim backgrounds from the higher socio-economic categories.
- There appear to be no trustees from backgrounds where unemployment was prevalent, indicating there are no trustees from the lowest socio-economic categories.
- A relatively high response rate for 'retired', which may be an indication of the question being misunderstood.

# Trustee Diversity Data

## Sexual Orientation

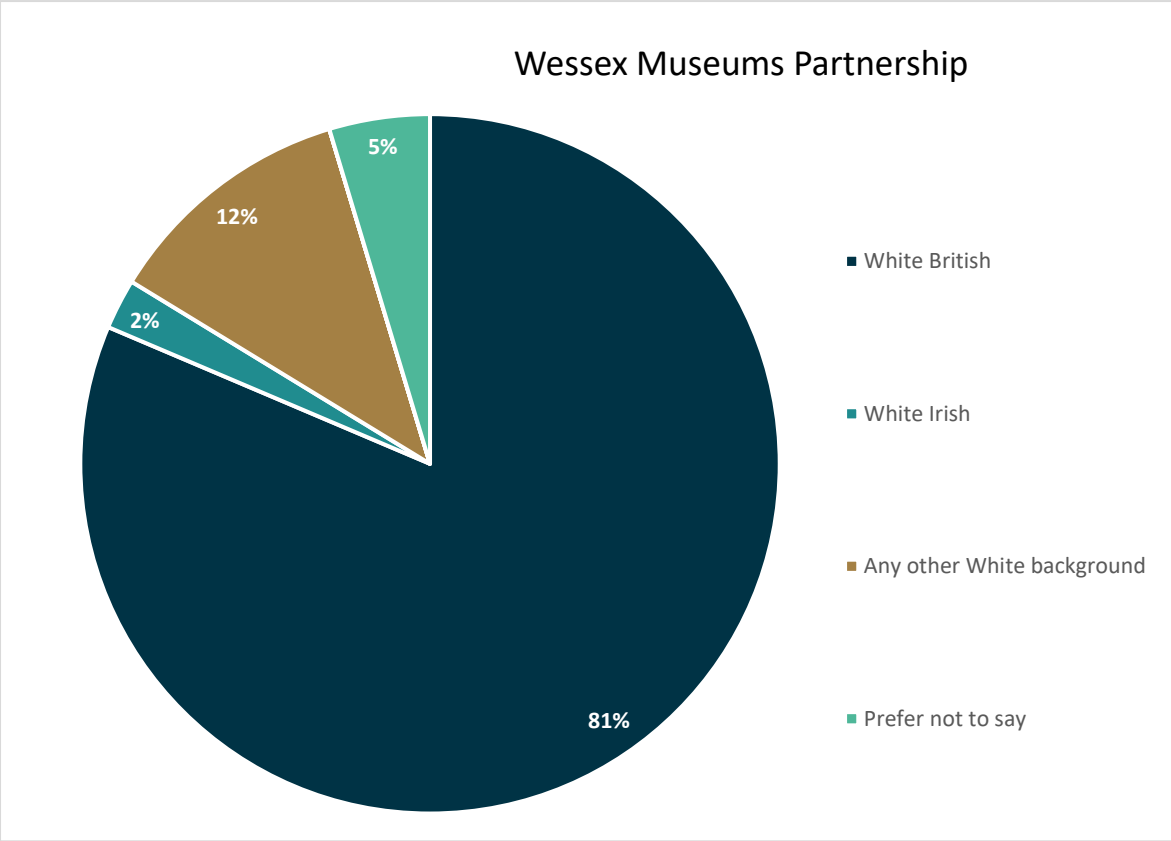


### Key Observations:

- There is no *Gay Woman/Lesbian* or *Queer* representation on any of the boards of any of the partner organisations.
- Two partner organisations have no LGBTQ+ representation on their boards.

# Trustee Diversity Data

## Ethnic Origin



### Key Observations:

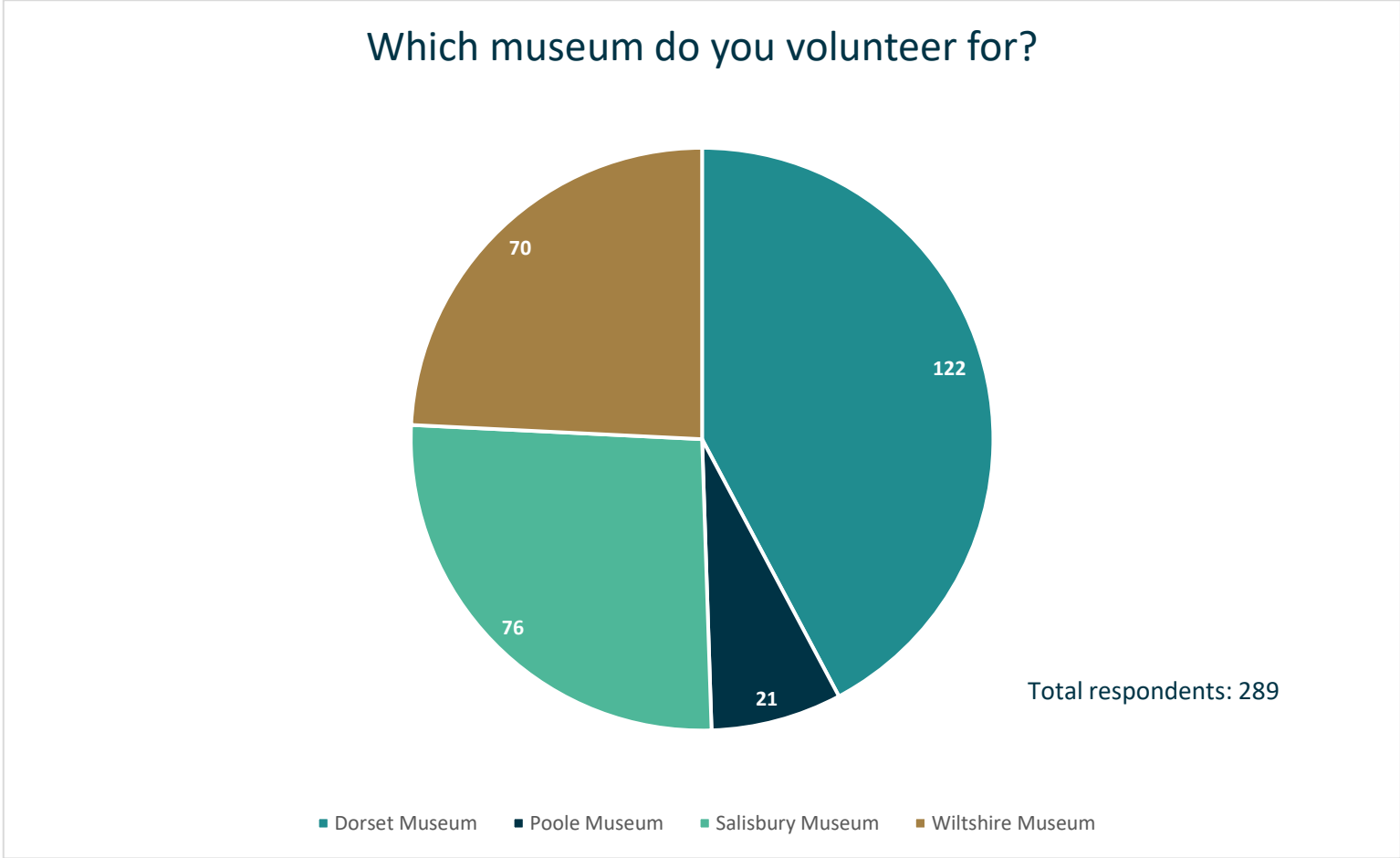
- 100% of trustees across the partnership identify as *White*, as compared to between 2-5% *BME* representation in the local areas of the museums and across the southwest.

# Trustee Diversity Data

## Conclusions

- Trustee response rates were generally considered to be high across all partner museums. Wessex Museums Trust had an 86% response rate so there is room for improvement.
- For the most part, respondents completed all the survey questions. '*Prefer not to say*' responses were between 2-7% depending on the question.
- All organisations can increase ethnic minority, LGBTQ+ and lower-socio economic representation on their Boards, to be more representative of the region. In addition, disabled or neurodivergent representation are lacking on the Board of one partner organisation. Positive action through the trustee recruitment process could be considered to specifically address gaps in representation.
- There was a relatively high response rate of '*retired*' within the socio-economic status question. This could be an indication that the question was misunderstood by respondents. The organisations should ensure that this question is understood by respondents on future surveys.
- In some categories, there are only one or two trustees who identify with a protected characteristic under the Equality Act 2010. The organisations should be aware of this and the potential issues that these trustees may experience from being the only representative of a particular characteristic on the Board.

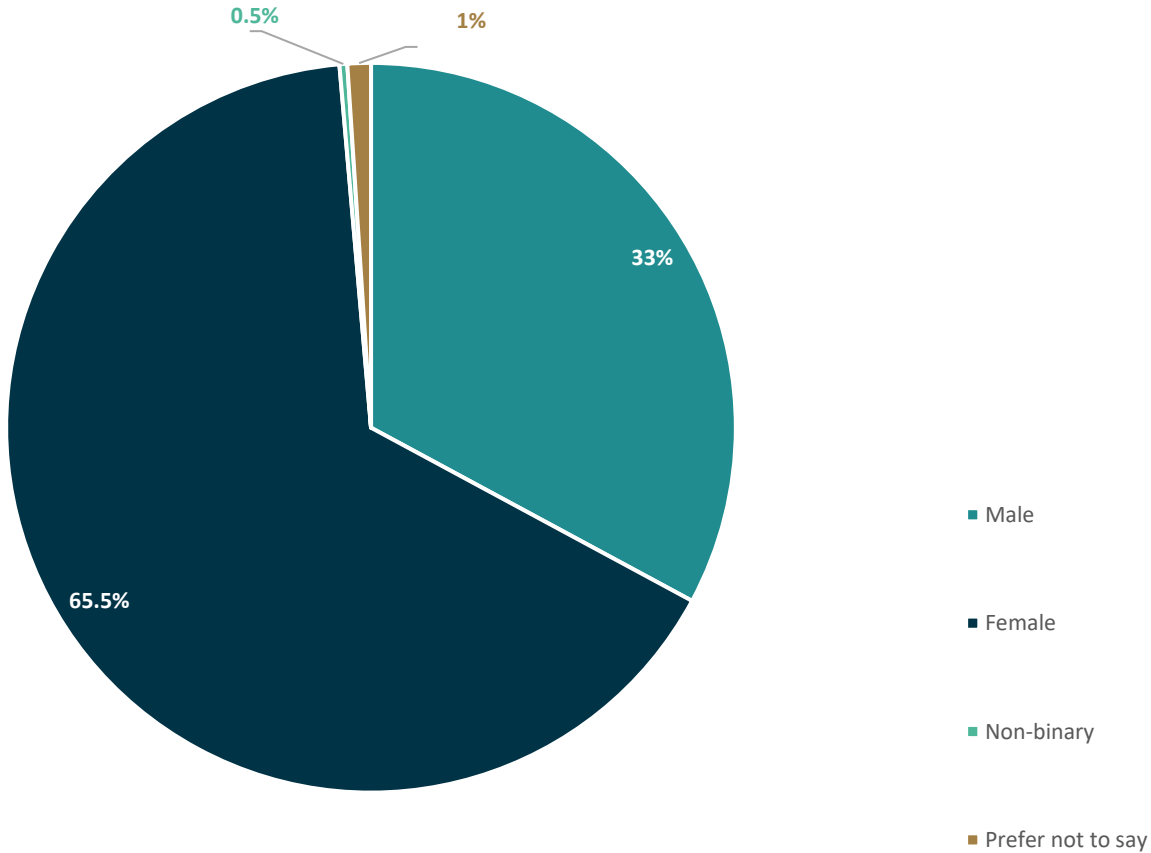
# Volunteer Diversity Data



# Volunteer Diversity Data

## Gender

Wessex Museums Partnership



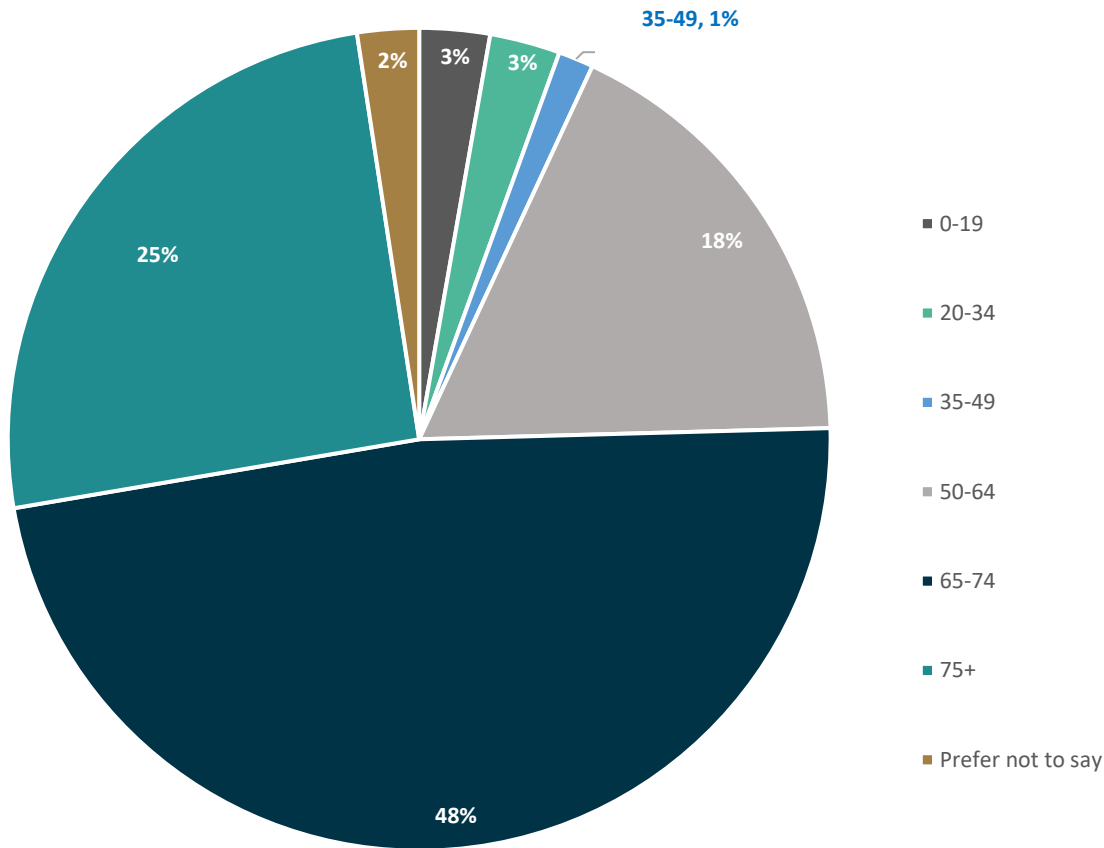
**Key Observations:**

- Predominantly female volunteer cohort in all partner museums.

# Volunteer Diversity Data

## Age

Wessex Museums Partnership

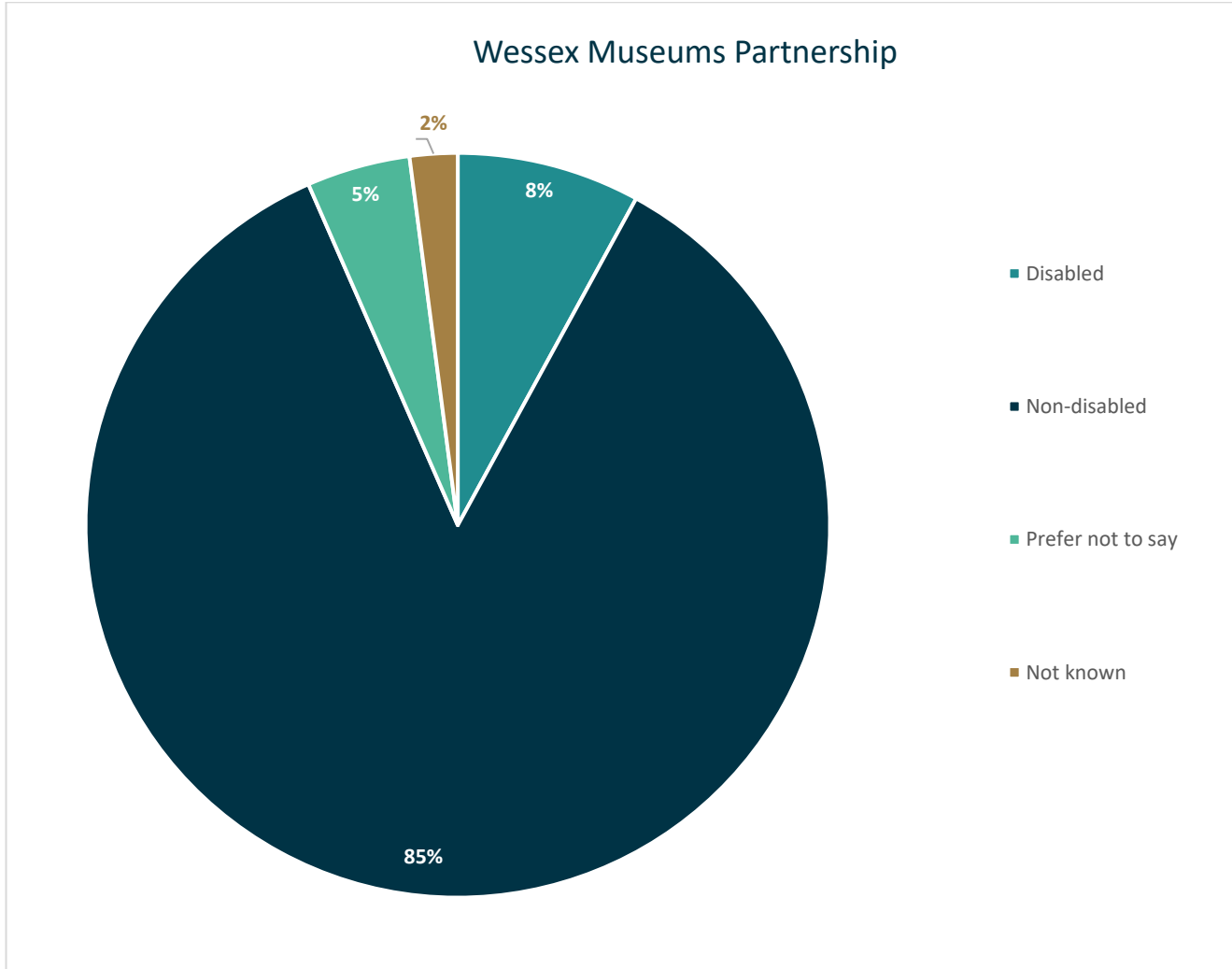


### Key Observations:

- The majority of volunteers (73%) across the partnership are over the age of 65, as compared to 22% of the southwest population.
- In addition, and apart from one partner museum, only between 2-5% of volunteers in the partner museums are under age 50.
- Only one partner museum has volunteers under age 20.

# Volunteer Diversity Data

## Disability



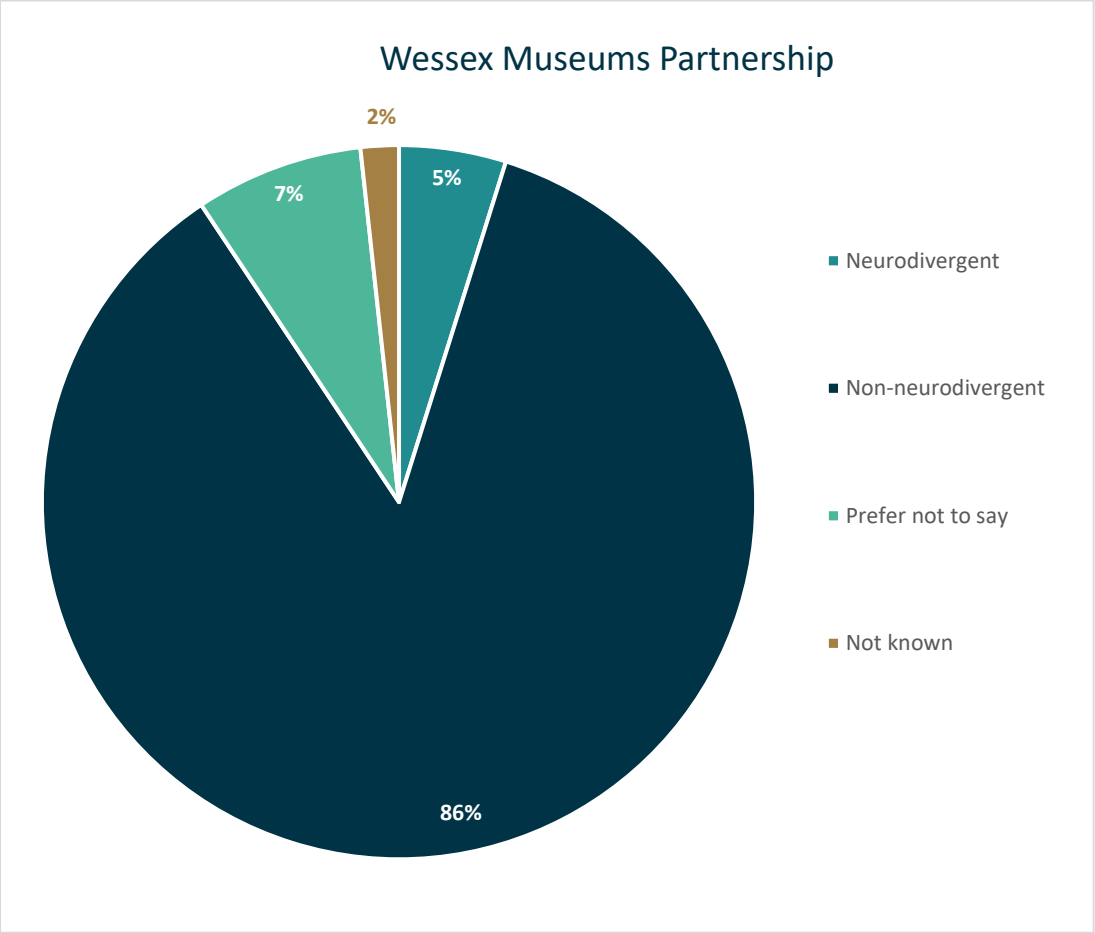
### Key Observations:

- The percentage of disabled volunteers across the partnership appears to be 10% lower than the percentage of disabled people in the southwest.
- This question had high number of '*prefer not to say*' responses or was not answered by respondents.



# Volunteer Diversity Data

## Neurodiversity

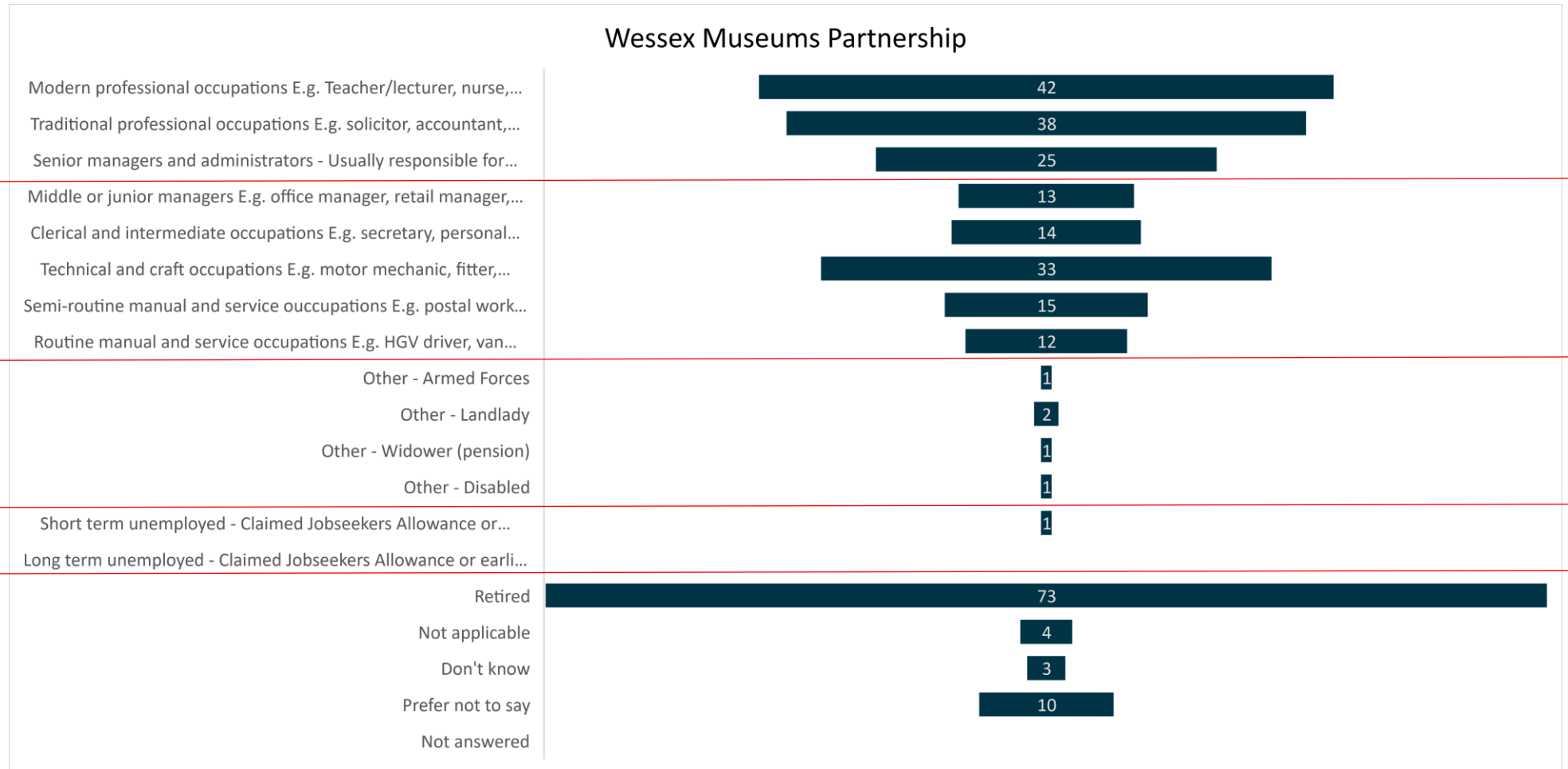


### Key Observations:

- All partner museums have neurodivergent volunteers in their cohorts, but all below the estimated 15% of the UK population.
- This question had a high number of 'prefer not to say' responses or was not answered by respondents.

# Volunteer Diversity Data

## Socio-economic Background



# Volunteer Diversity Data

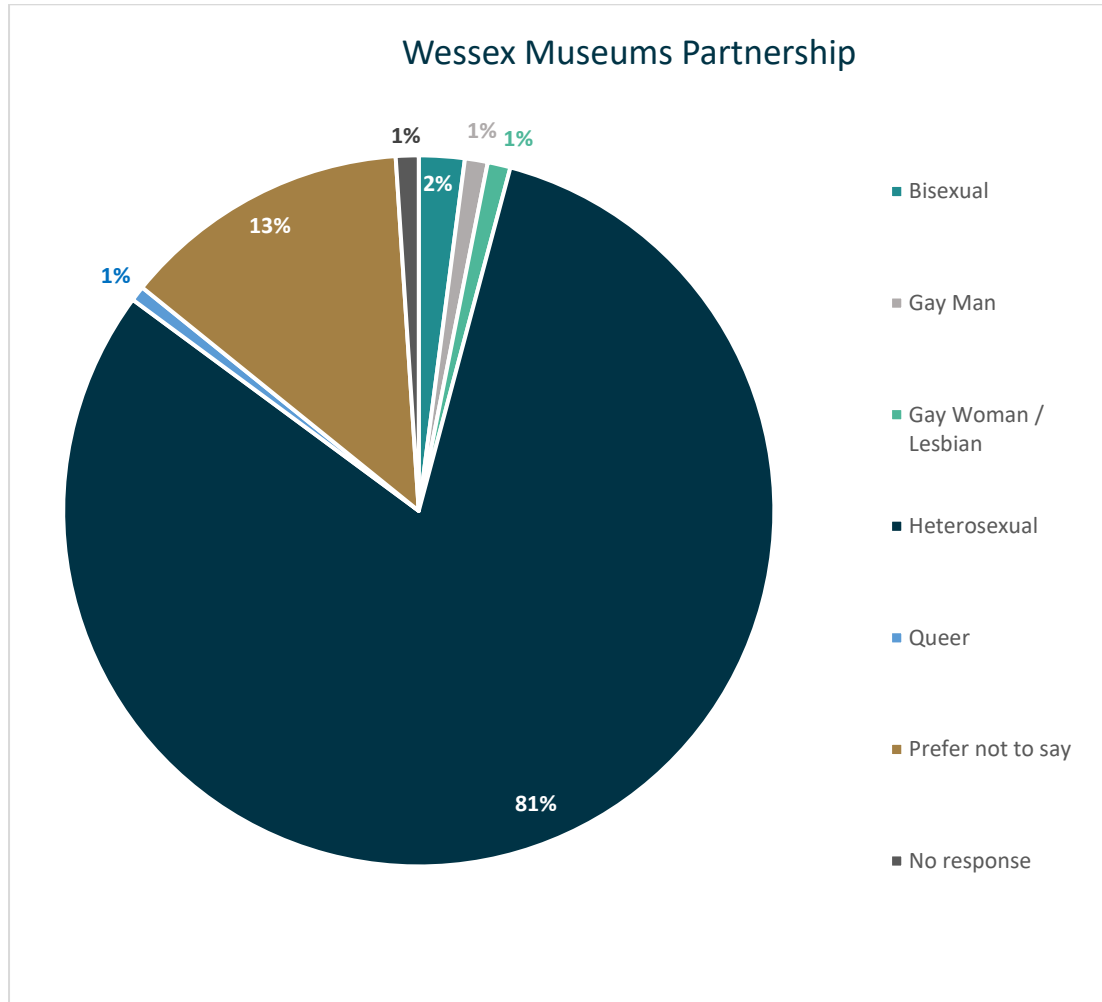
## Socio-economic Background

### Key Observations:

- More than 60% of volunteers across the partnership come from the higher socio-economic backgrounds, with less than 1% coming from the lowest socio-economic backgrounds.
- The question had a high number of '*retired*' responses, indicating a misunderstanding of the question with respondents providing an answer based on their own employment status.

# Volunteer Diversity Data

## Sexual Orientation

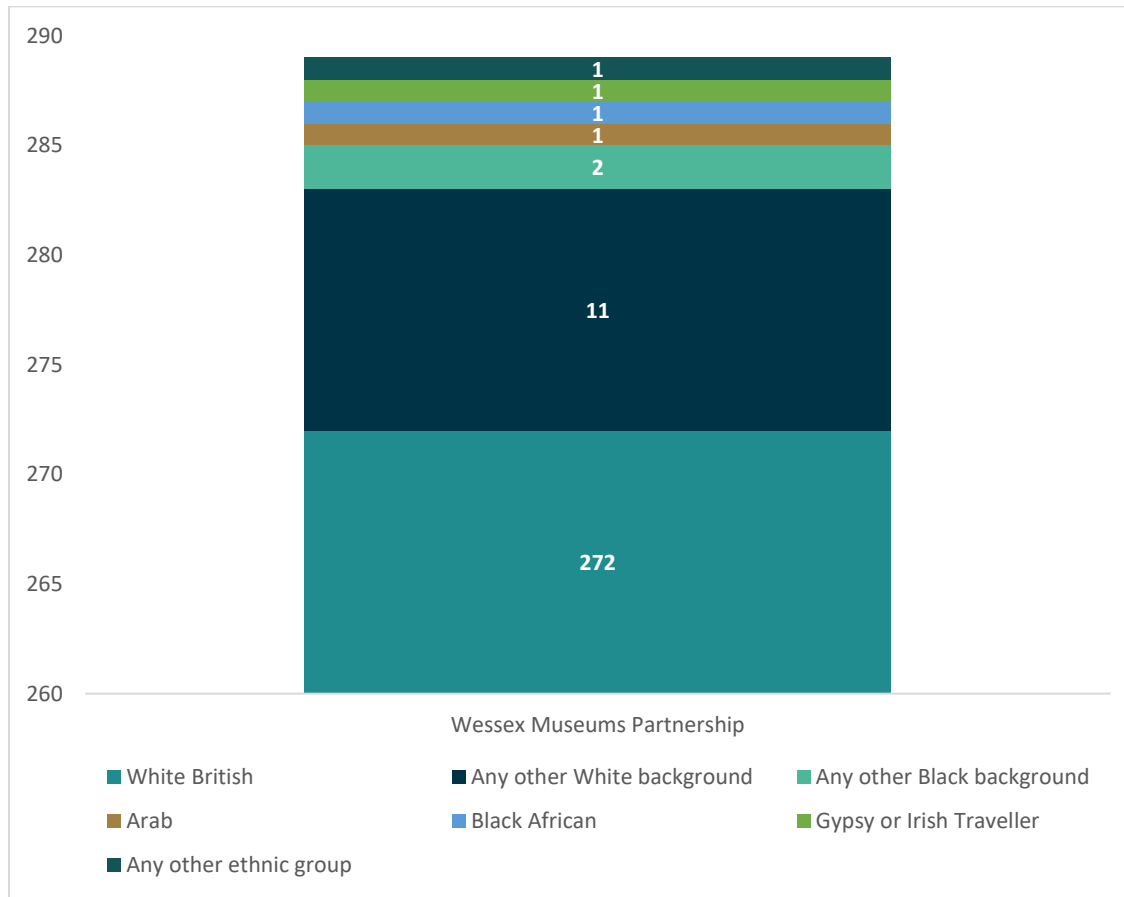


### Key Observations:

- 14% of respondents entered a response of 'prefer not to say' or a *nil* response.
- All museums have volunteers that identify as LGBTQ+. However, this may be only one or two people, so the museums should be aware of low representation in respect of these volunteers within their cohorts.

# Volunteer Diversity Data

## Ethnic Origin



### Key Observations:

- 97.9% of the volunteers across the partnership identify as *White*, as compared to 95.4% of the population in the southwest.
- Only two partner museums have volunteers that identify as *BME*.

# Volunteer Diversity Data

## Conclusions

- Response rates to the questions have improved, but there is still work to do to encourage responses in relation to disability, sexual orientation, neurodiversity, and socio-economic background. Supporting volunteers with terminology and a better understanding of the questions, could improve response rates and accuracy.
- 73% of the volunteer cohort are of pension age, but only 5% of those identify as disabled. This is compared to a national picture, where 42% of pension aged adults have a disability. This may in part be due to the *nil* and '*prefer not to say*' response rates and therefore confidence that volunteers feel in answering this question. The museums may wish to look at their volunteer recruitment practices ensuring they are accessible and welcoming to people with disabilities.
- Two of the museums have no volunteers that identify as *BME*. These museums may wish to consider positive discrimination through their recruitment practices to bring more ethnically diverse volunteers into their organisations.
- In many categories, there are only one or two volunteers who identify with a protected characteristic under the Equality Act 2010. The museums should be aware of the potential impacts on these volunteers as a result of them being the only representative of a particular characteristic in the volunteer cohort and potentially the organisation and should consider how they can support these individuals.

## Support from Wessex Museums

Wessex Museums is committed to reflecting the diversity of our regions in our organisations' workforces, volunteer, and trustee cohorts, and it is our role to support our partner museums to achieve this.

We provide support for equality, diversity, and inclusion to our partners in a number of ways through our management and co-ordination of the EDI workstream in the partnership's strategic plan, including by:

- Leading on the partnership EDI framework to support practical action across all our organisations.
- Convening and chairing the Diversity Working Group.
- Co-ordinating and evaluating diversity data collection across the partnership.
- Providing policy, including EDI and Diverse Recruitment.
- Delivering EDI training grounded in lived experience, including in-person, online and video training modules.
- Developing an EDI resource library and terminology guide.
- Leading by example and advocating for the partnership's EDI work at a regional and national level.

# Wessex Museums

Sharing • Collaborating • Enhancing



[wessexmuseums.org.uk](https://www.wessexmuseums.org.uk)



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