

Workforce diversity analysis 2022–2023

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 recognise that there are areas of our workforce that are not as diverse as national levels and acknowledge that there are under-served staff groups. We also continue to recognise wider heritage sector trends and barriers to entry that impact on the shape of our workforce.

We continue with values-based recruitment processes and to focus on working towards our six core goals to improve:

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

Explore our [Equality, Diversity and Inclusion \(EDI\) 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

Global Majority staff in the workforce

The year and UK benchmark	Percentage of Global Majority staff in the workforce
2020–2021	10%
2021–2022	10%
2022–2023	10%
UK benchmark	14.5%

Gender diversity

Women in the workforce

The year and UK benchmark	Percentage of women in the workforce
2020–2021	75%
2021–2022	76%
2022–2023	73%
UK benchmark	47%

Disability diversity

People with disabilities in the workforce

The year and UK benchmark	Percentage of people with disabilities in the workforce
2020–2021	8%
2021–2022	8%
2022–2023	12%
UK benchmark	16%

LGBTQ+ diversity

LGBTQ+ people in the workforce

The year and UK benchmark	Percentage of LGBTQ+ people in the workforce
2020–2021	6%
2021–2022	6%
2022–2023	6%
UK benchmark	3%