

# Workforce diversity analysis 2023–2024

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).

Although we saw increased representation of disability and diverse sexual orientations in the workforce, we recognise that there are still under-represented staff groups. We recognise wider heritage sector trends and barriers to entry that impact on the makeup of our workforce and continue to invest in positive action schemes to help address this, as well as continuing to promote values-based recruitment.

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
2021–2022	10%
2022–2023	10%
<b>2023–2024</b>	<b>9%</b>
UK benchmark	18.3%

## Gender diversity

### Women in the workforce

The year and UK benchmark	Percentage of women in the workforce
2021–2022	76%
2022–2023	73%
<b>2023–2024</b>	<b>74%</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
2021–2022	8%
2022–2023	12%
<b>2023–2024</b>	<b>16%</b>
UK benchmark	17.8%

## LGBTQ+ diversity

### LGBTQ+ people in the workforce

The year and UK benchmark	Percentage of LGBTQ+ people in the workforce
2021–2022	6%
2022–2023	6%
<b>2023–2024</b>	<b>7%</b>
UK benchmark	3.2%