



# Diversity Data Report

2023

# Contents

- Introduction.....3
- Setting the Context.....4
- Staff Diversity Data.....11
- Trustee Diversity Data.....21
- Volunteer Diversity Data.....30
- Support from Wessex Museums.....40

# Introduction

## Why collect diversity data?

Through our Equality, Diversity & Inclusion Framework and as a National Portfolio Organisation, Wessex Museums is committed to taking positive action to reflect the diversity of the region in our organisations. This includes Wessex Museums Trust and our five 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 two 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 report is a review of the latest diversity data from our organisations (captured between October 2023 and January 2024) compared against the latest regional and local area data from the Office for National Statistics (ONS), including the Census 2021 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

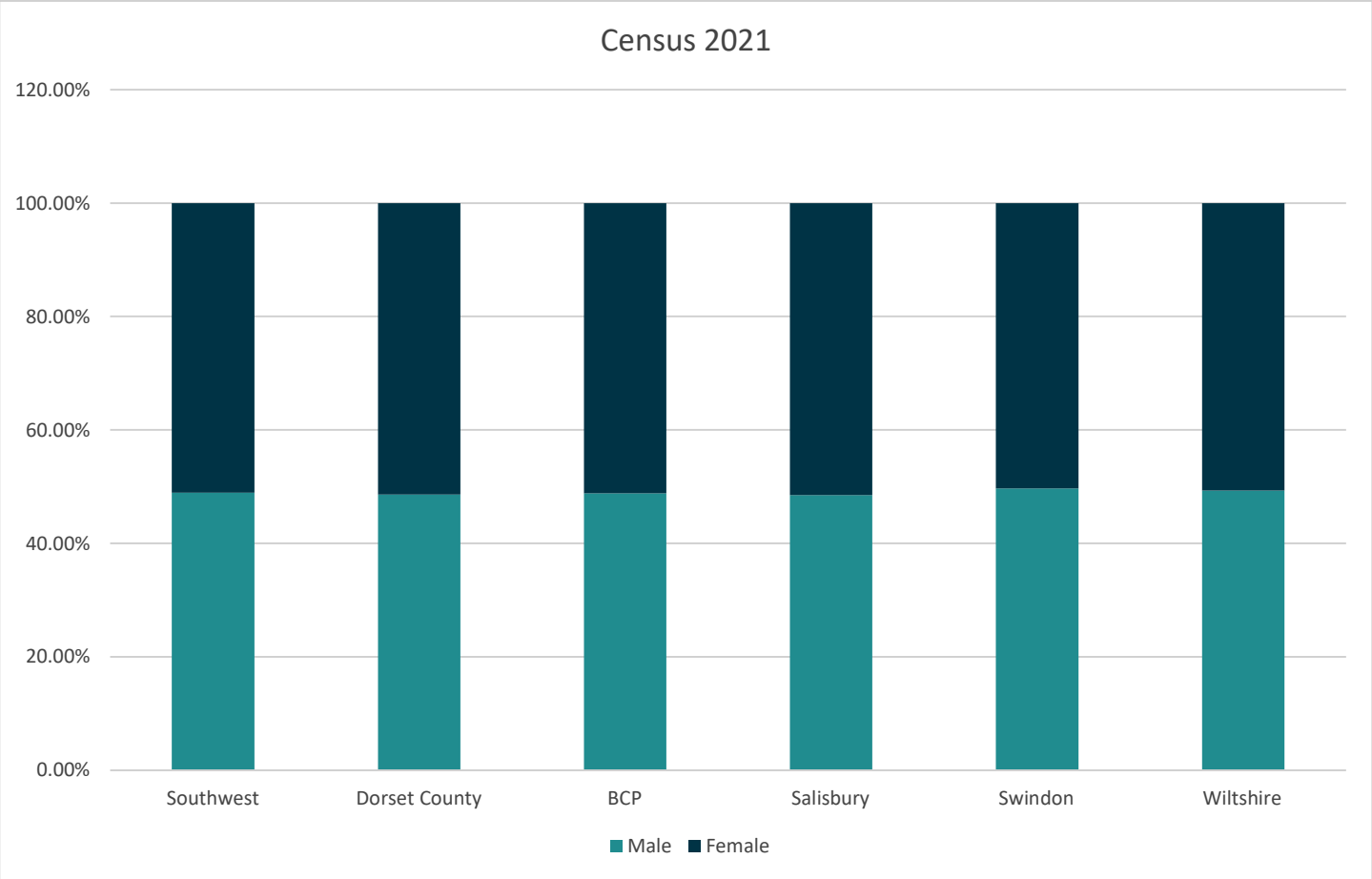
To fulfil our commitment to reflect the diversity of our region in our organisations, we must first understand the context of diversity in our region. We use the most up-to-date and most closely comparable data from the Office for National Statistics (ONS) to better understand the data collected through 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. Census 2021 has been the basis for the comparable regional data used in this report wherever possible. Where a question was not asked in Census 2021 but appears on our survey, we have used the most recent ONS population data for the region, and this is noted for each section where applicable.

# Setting the Context

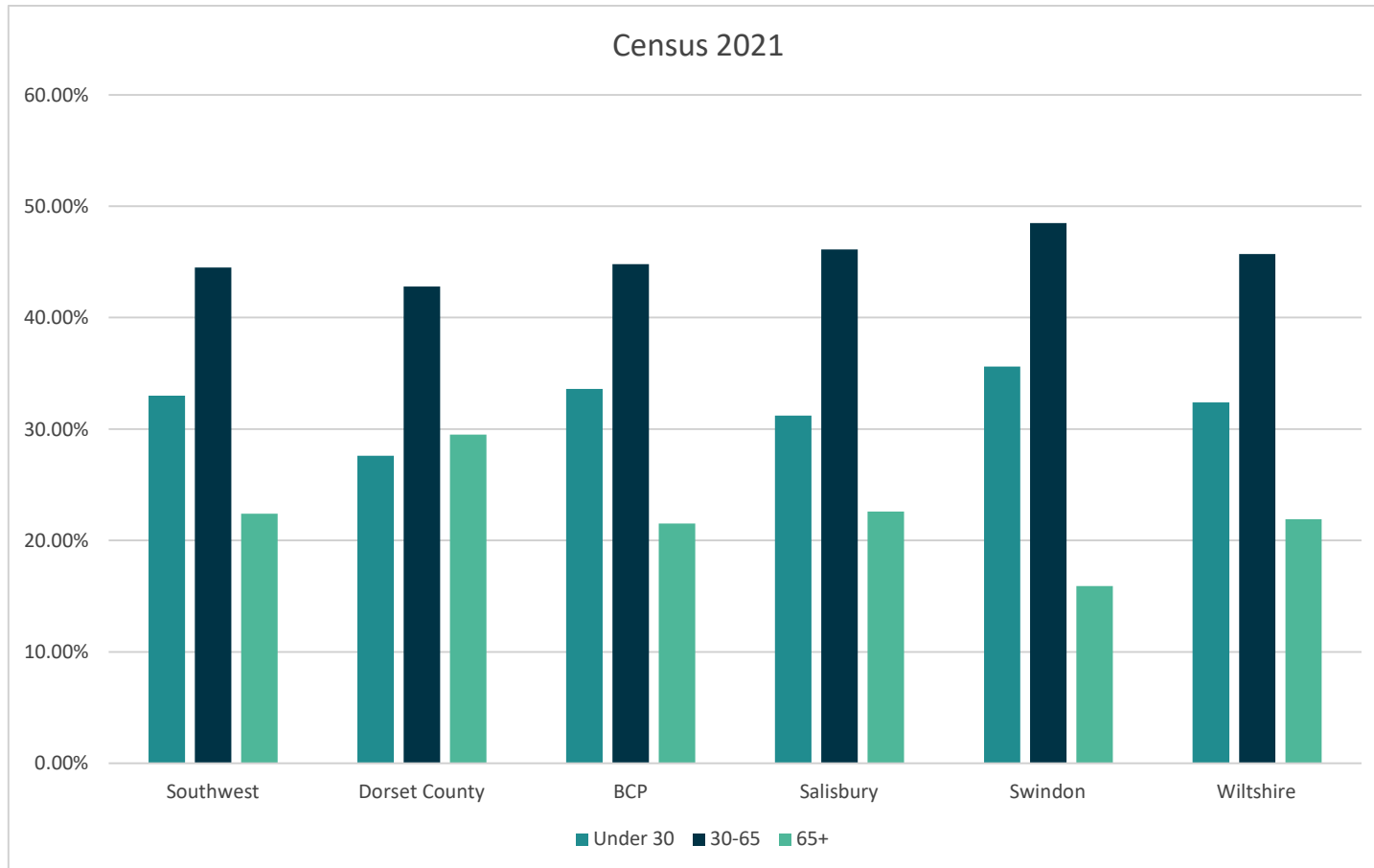
## Sex in the Region



- Census 2021 on Sex only offers two options: Female or Male, whereas ACE includes options for 'Intersex' and 'prefer not to say'.

# Setting the Context

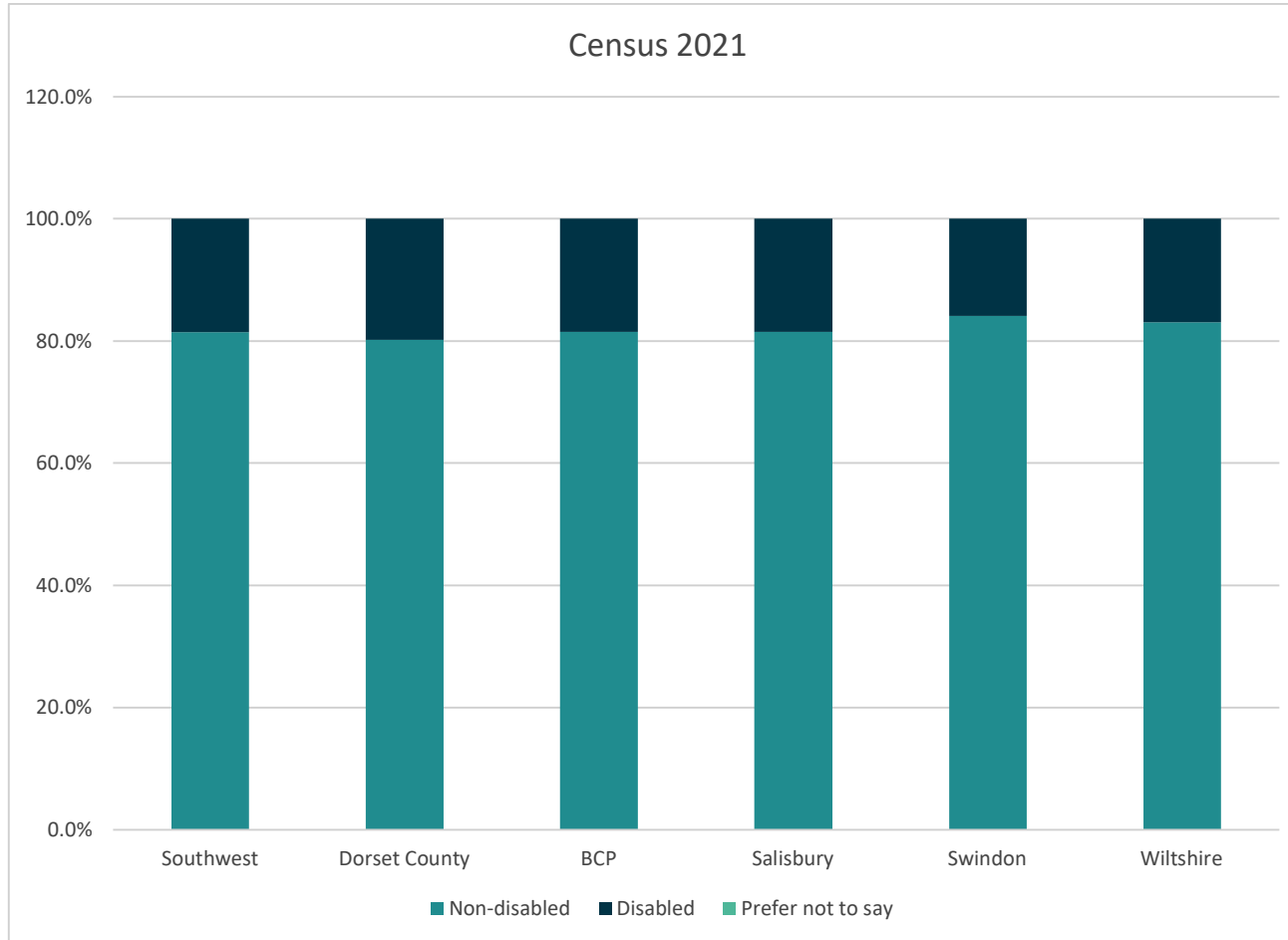
## Age in the Region



- Age ranges collected by the Census 2021 and Arts Council England are in 5-year bands. They are grouped into three bands for simplicity in the graph here.
- Overall, Swindon's population is much younger than in the other parts of the region and has the highest percentage of the population of 'working age'.
- Dorset has the oldest population in the region with 29.5% over the age of 65 years.

# Setting the Context

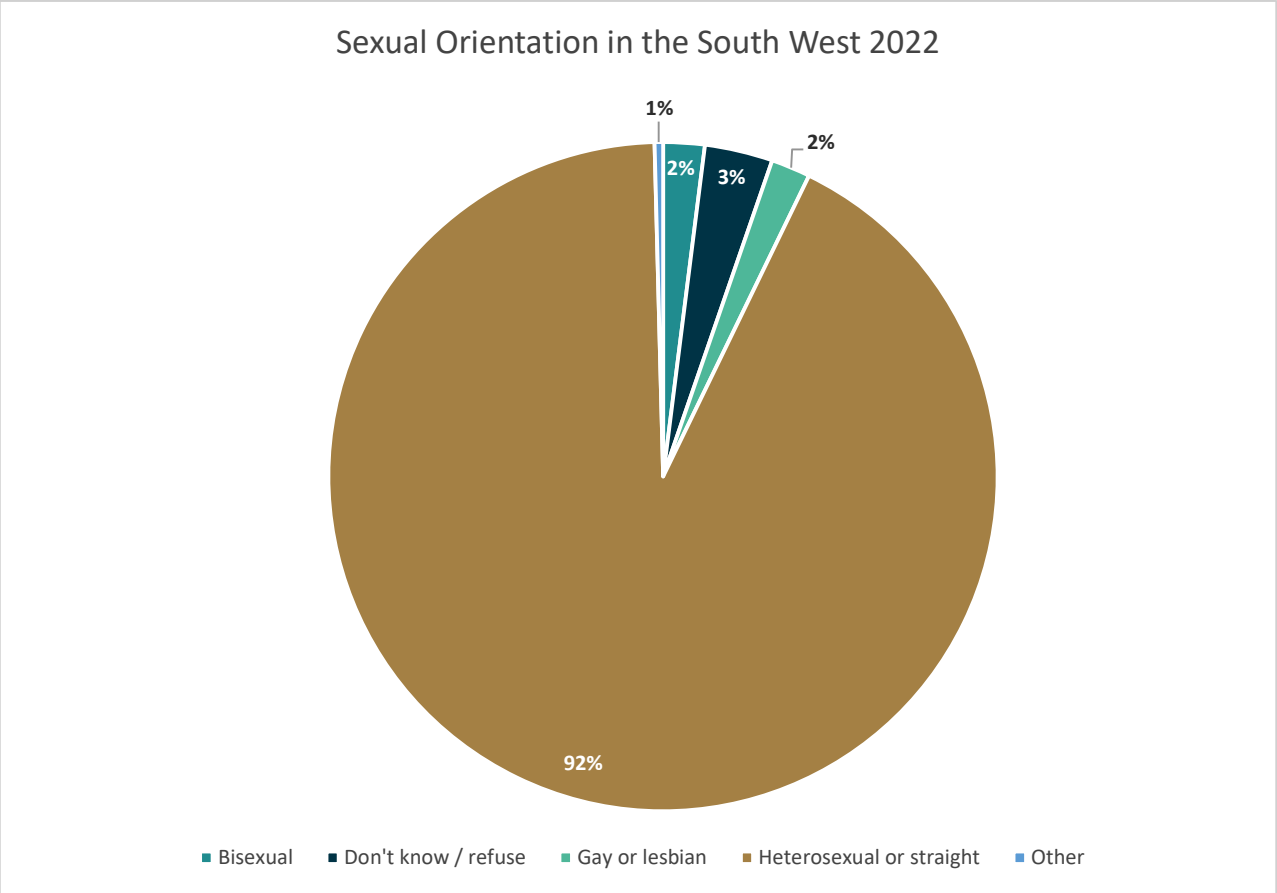
## Disability in the Region



- 'Prefer not to say' responses are not recorded in the Census 2021 data for disability.
- The classifiers for disability in the Wessex Museums survey and Census differ 2021. For the purposes of the comparisons in this report, Census responses 'not disabled under the Equality Act' are compared directly to 'no' responses on the Wessex Museums survey.
- On average, 18% of the population in the Wessex region identifies as having a disability, with the highest concentration in Dorset County at 18.9% of the population.

# Setting the Context

## Sexual Orientation in the Region

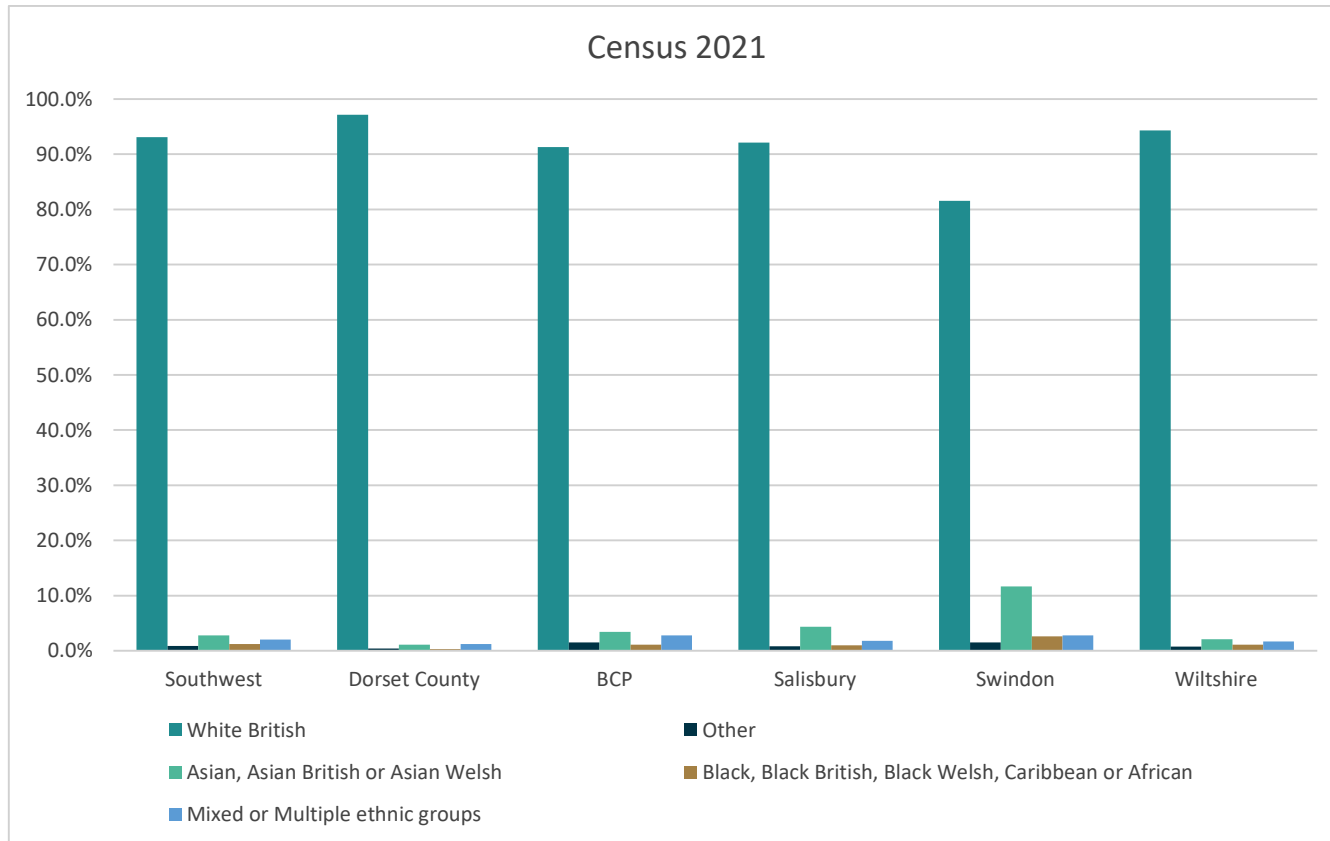


- The classifiers for sexual orientation in the ONS population data for 2022 differ to the Wessex Museums survey in that they group Gay Man with Gay Woman/Lesbian. Otherwise, the classifiers are the same across the two surveys.



# Setting the Context

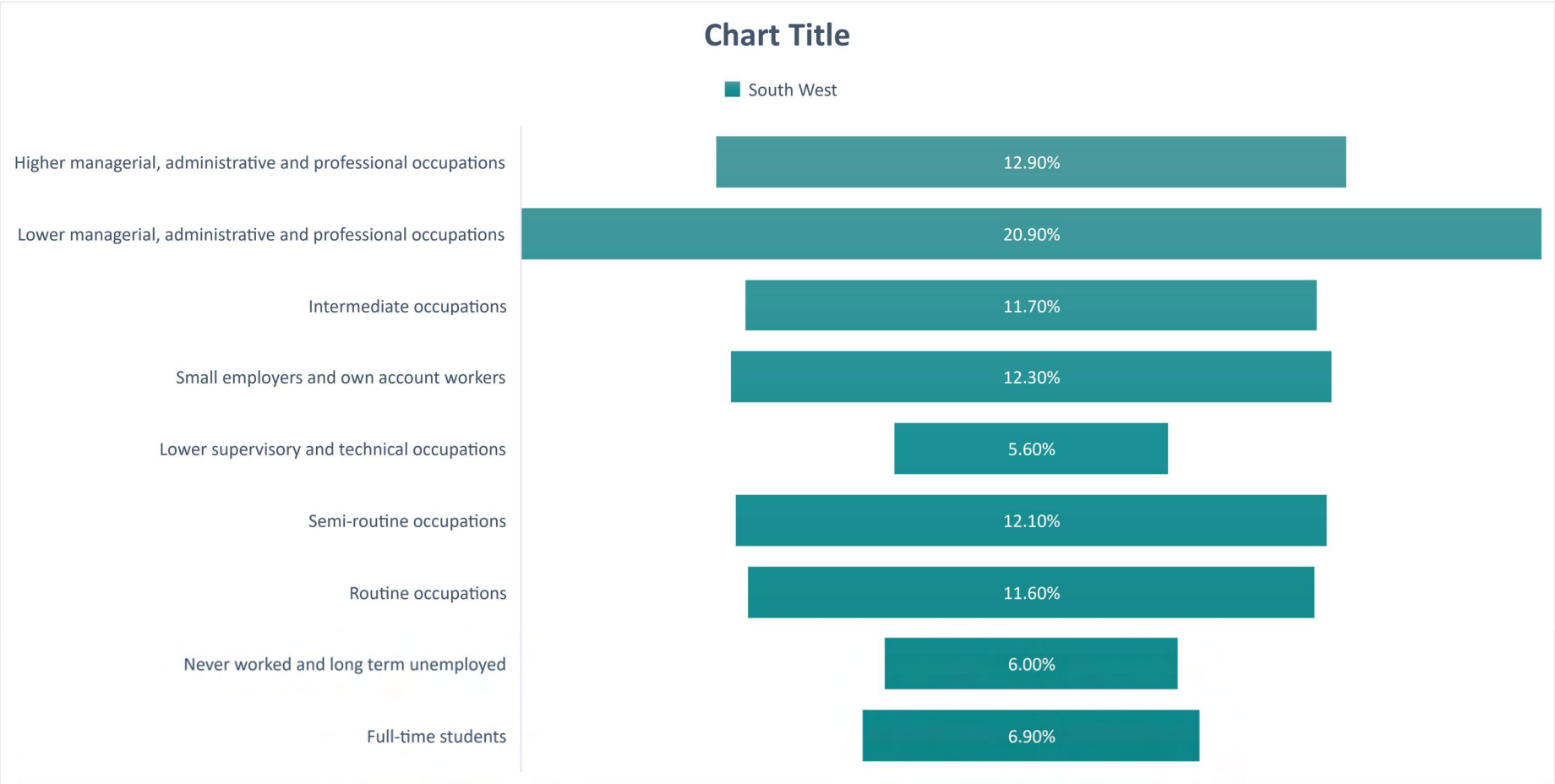
## Ethnic Origin in the Region



- The classifiers for ethnic origin in the Wessex Museums survey are more comprehensive than in Census 2021. The classifiers here are those used by Census 2021.
- The Swindon unitary authority area is the most diverse with 17% of the population identifying as non-White.
- Dorset County is the least diverse with only 2.6% of the population identifying as non-White.
- In the South West as a whole, 6% of the population identify as non-White.

# Setting the Context

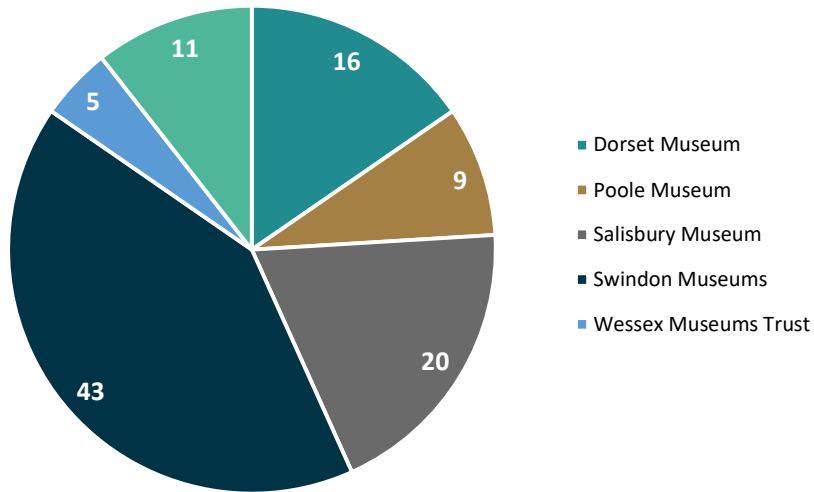
## Socio-economic Classification in the Region



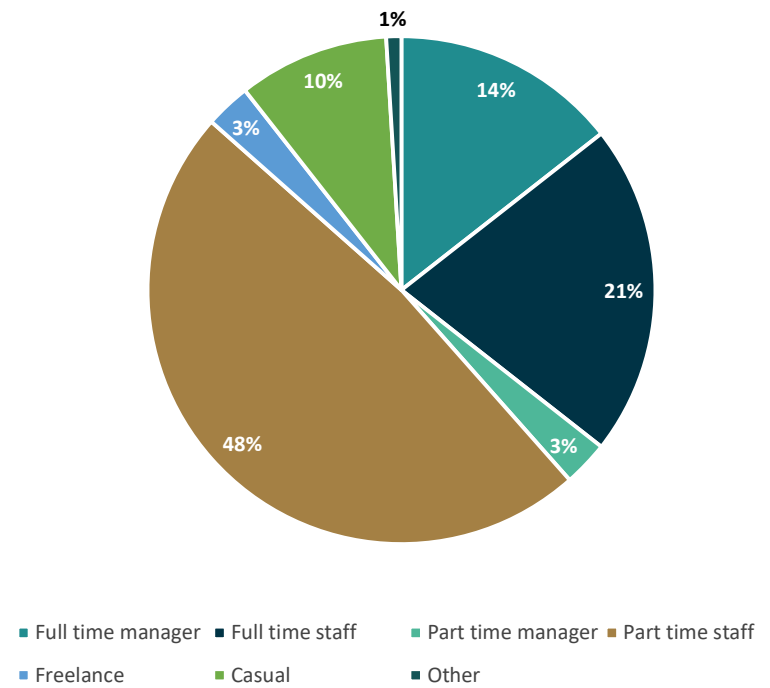
# Staff Diversity Data

## Wessex Museums Partnership

Which museum do you work for?

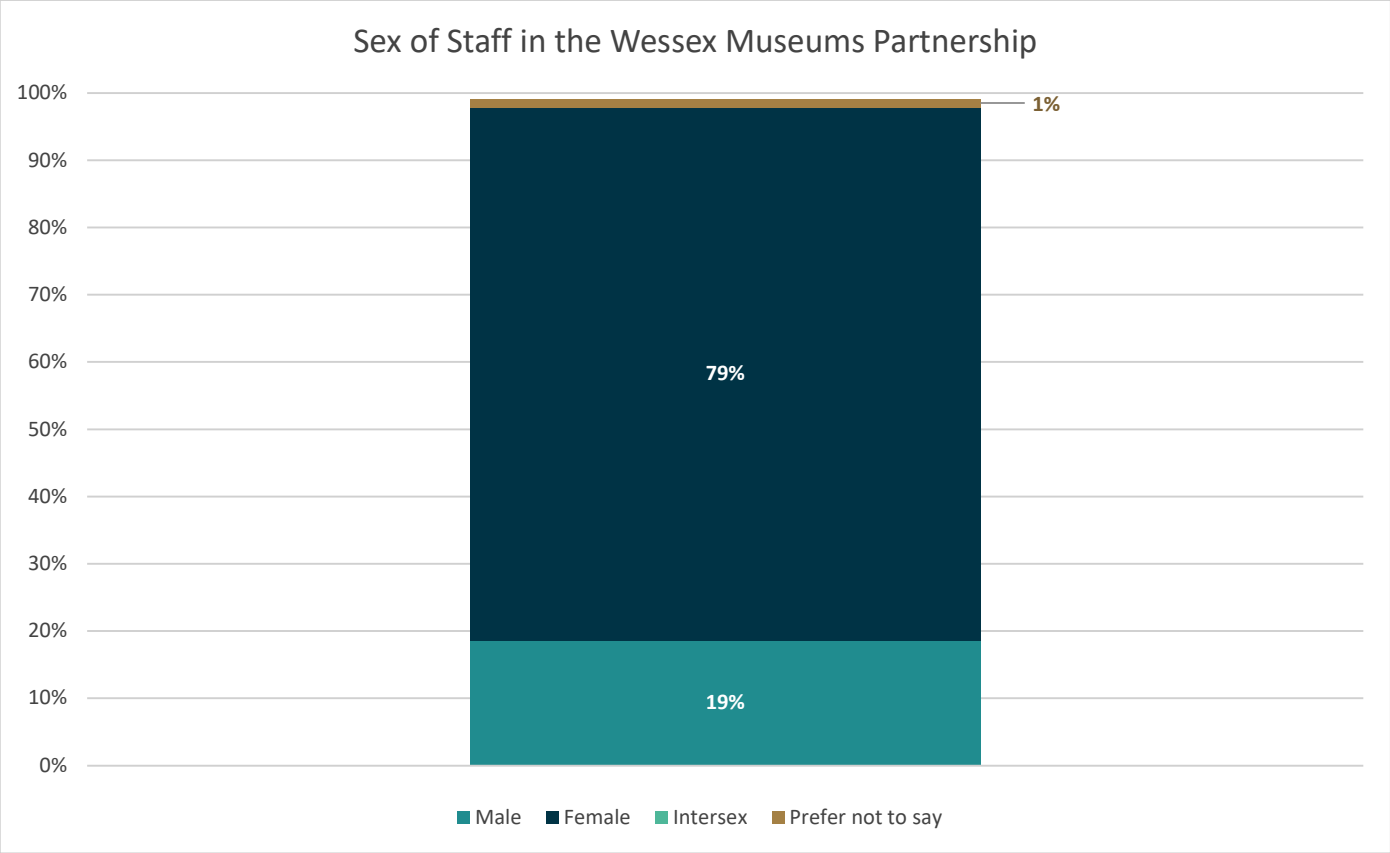


What best describes your role in the museum?



# Staff Diversity Data

## Sex

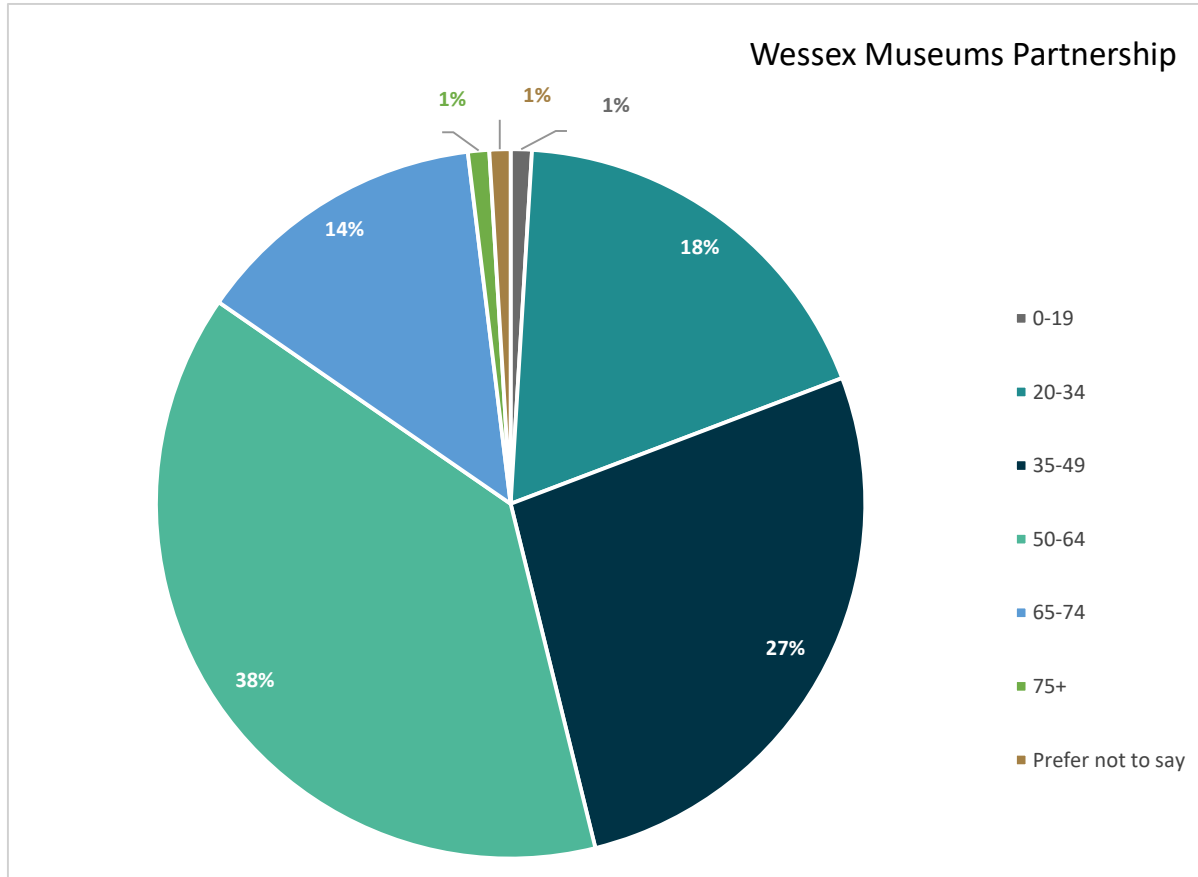


### Key Observations:

- Predominantly female workplace in all partner organisations.

# Staff Diversity Data

## Age

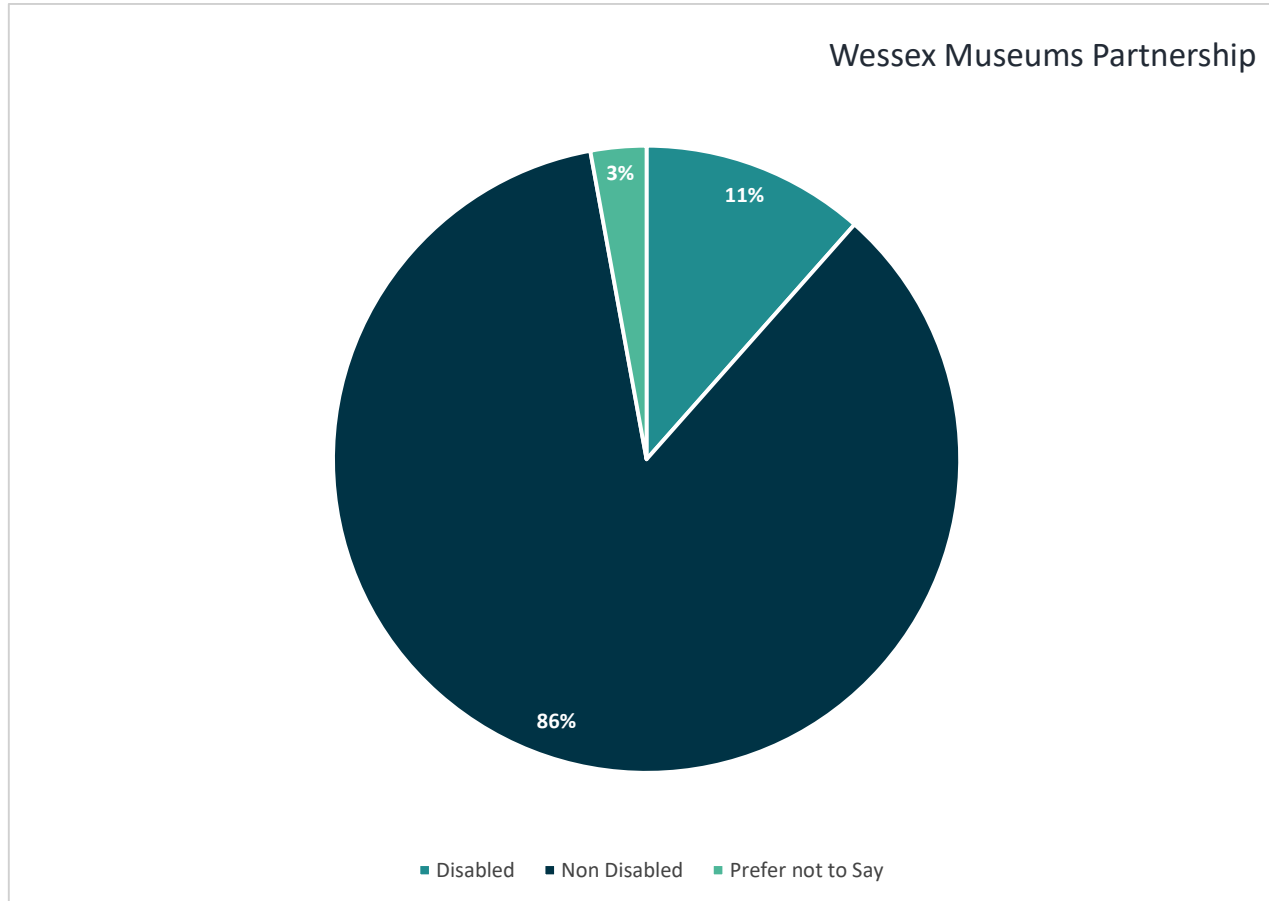


### Key Observations:

- Workers under the age of 20 or over the age of 75 years are present in the data from the partners for the first time.
- Swindon and Dorset have the most diverse workforce in terms of age, and Dorset Museum has the youngest.

# Staff Diversity Data

D/deaf, D/disabled, long term health conditions



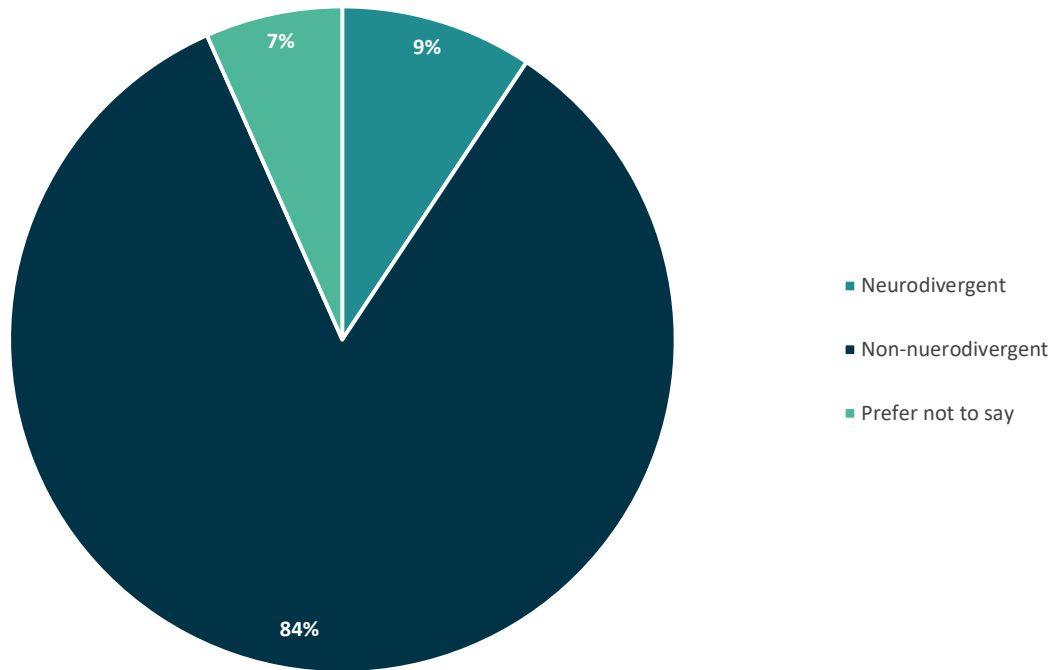
### Key Observations:

- Wiltshire Museum has the highest number of workers that identify as disabled. Poole Museum also have a significant percentage of their workforce that identify as disabled.
- The workforces at Dorset, Salisbury and Swindon Museums and WMT are well below the South West figure for disability of 19% of the population.
- Respondents that identify as 'D/disabled' may be the only one in the organisations.
- Prefer not to say responses were 3% across the partnership.

# Staff Diversity Data

## Neurodiversity

Wessex Museums Partnership

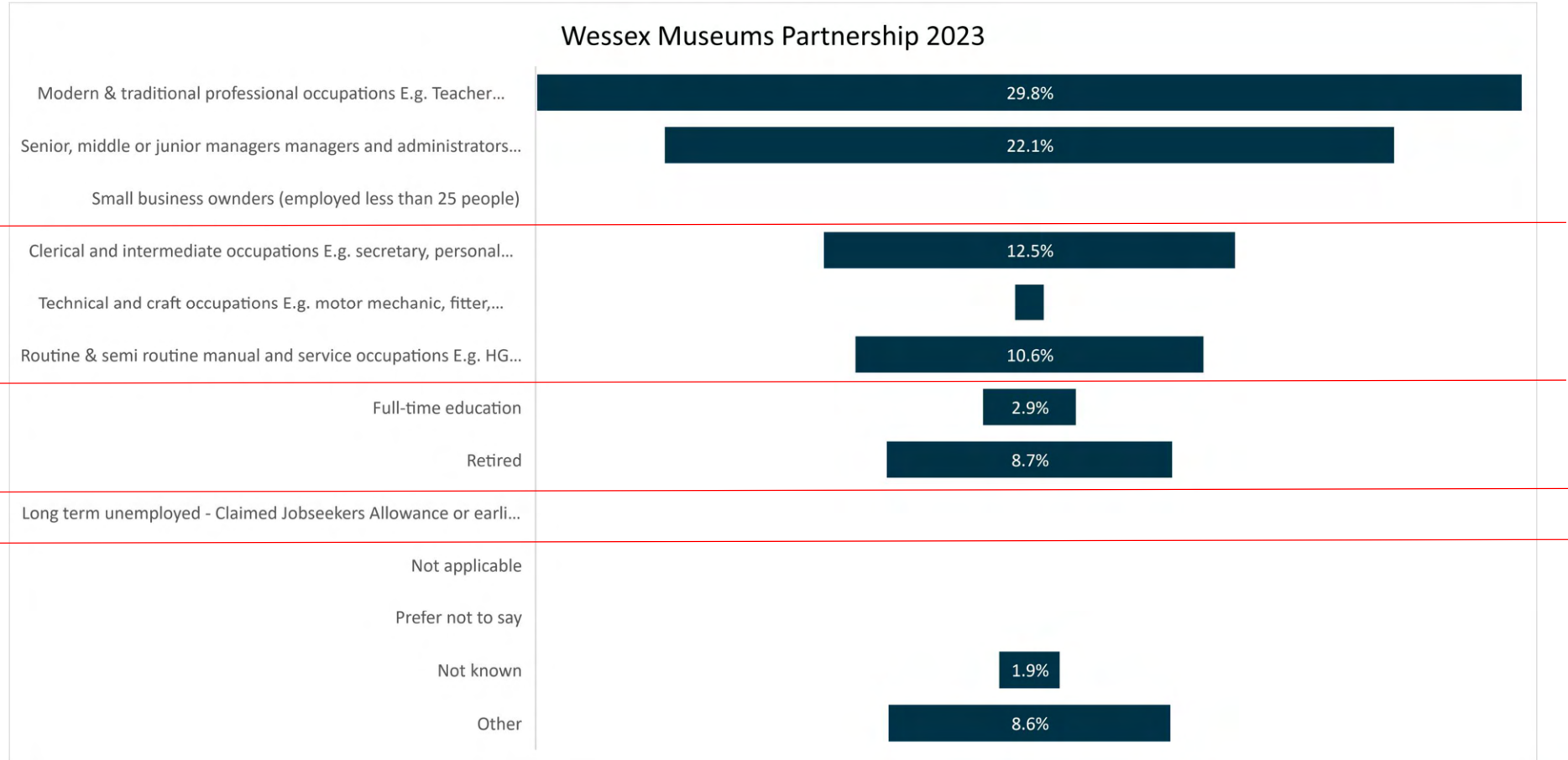


### Key Observations:

- All partner museums have staff that identify as neurodivergent with Poole Museum having the highest percentage of respondents.
- *'Prefer not to say'* responses were 5% in Swindon Museums and Salisbury Museum.
- 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.

# Staff Diversity Data

## Socio-economic Background





# Staff Diversity Data

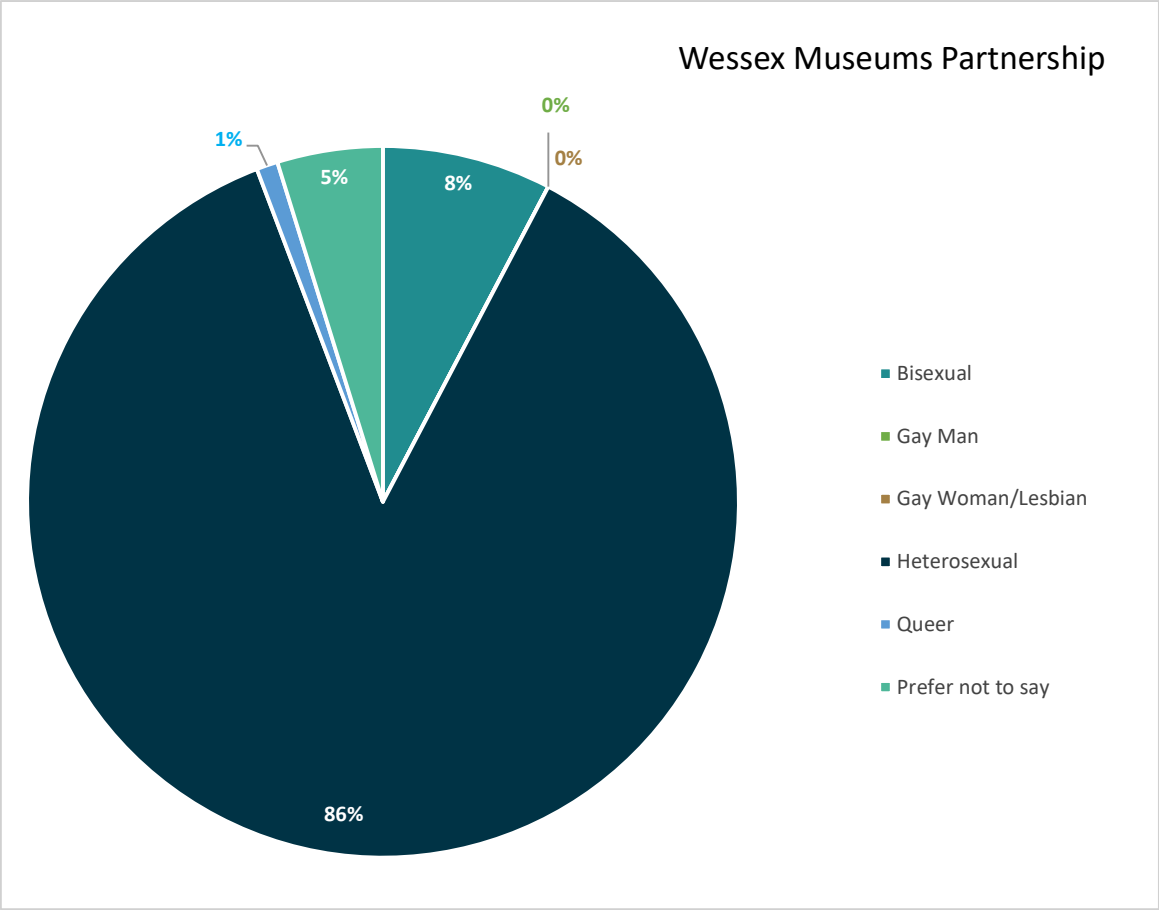
## Socio-economic Background

### Key Observations:

- The survey question on socio-economic classification changed this year to ask about respondents most current or most recent position. This aligns with the question in Census 2021 and ACE. Previously the question was about the main wage earner in the respondent's household when they were age 14.
- Census 2021 and ACE socio-economic classifications do not align exactly, with ACE having a more detailed classification system. However, what is clear from the partnership's data is that the percentage of the workforce that classify in the top two tiers of the Census 2021 categories is double the percentage in the same classifiers in the South West population (64% in the Wessex Museums partnership as compared to 32% in the South West).
- No respondents selected the unemployed categories, which could indicate that no one in the museums workforce is from the most deprived backgrounds. The unemployment rate in the South West in 2023 was 3%. (ONS)

# Staff Diversity Data

## Sexual Orientation

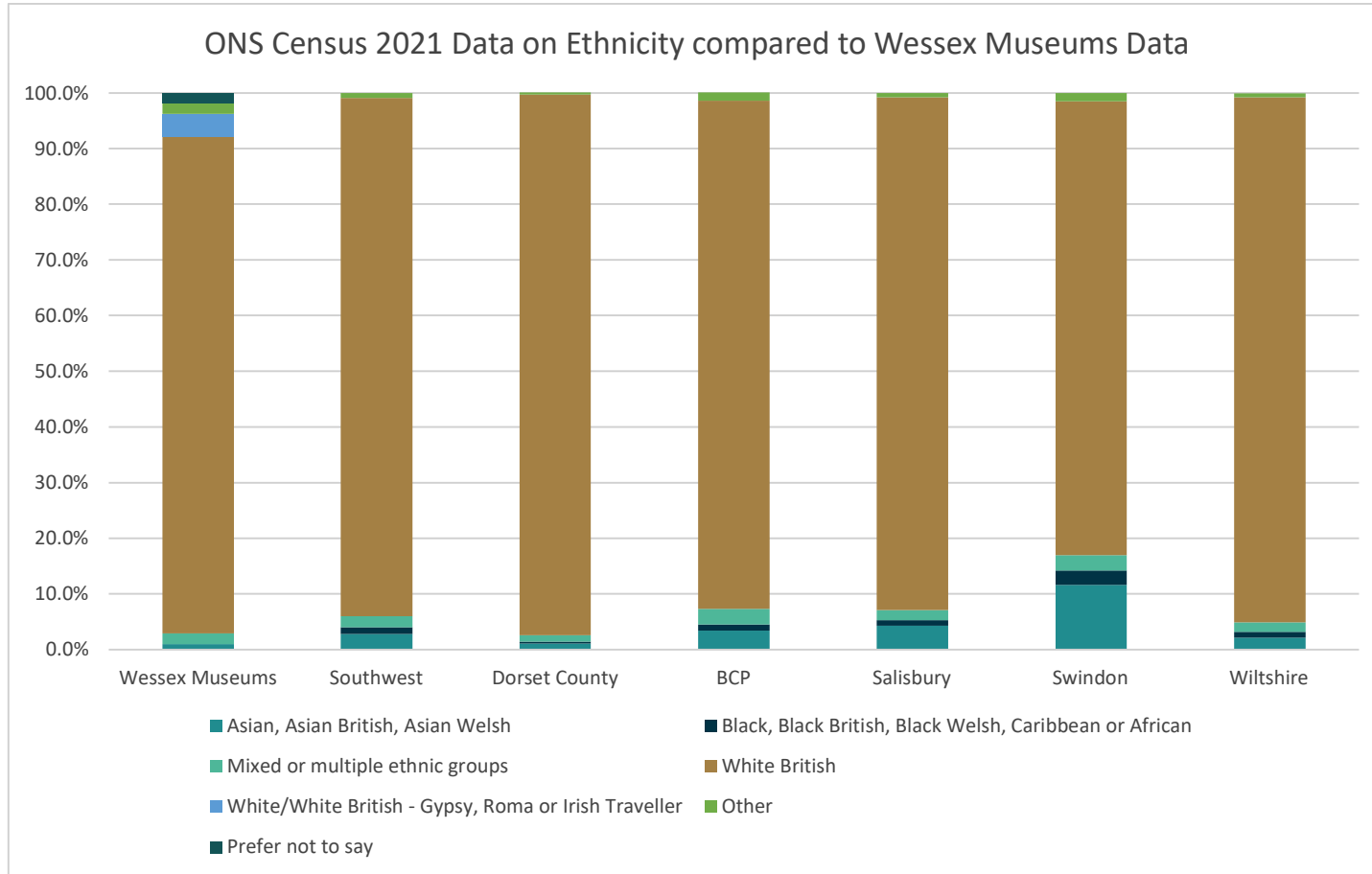


### Key Observations:

- The percentage of staff who identify as Bisexual or Gay in the Wessex Museums Partnership workforce is higher than the South West population (Bisexual - 8% in Wessex Museums, 2% in the South West, Gay - 5% in Wessex Museums, 2% in the South West).
- All museums have at least one, (in some cases, only one), member of staff that identifies as LGBTQ+.

# Staff Diversity Data

## Ethnic Origin



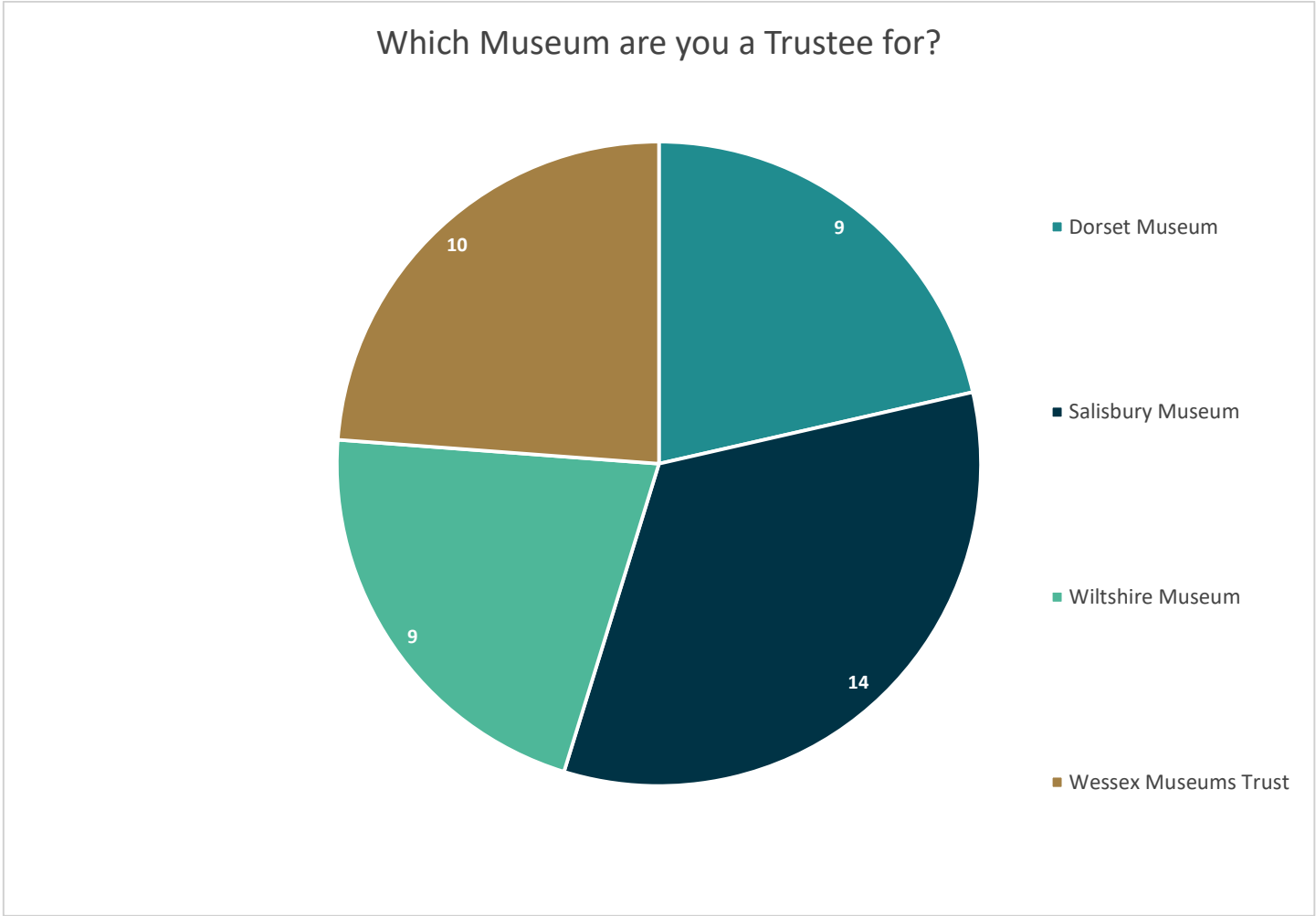
### Key Observations:

- There are no staff with Black, Black British, Black Welsh, Caribbean or African ethnicity working in the Wessex Museums partnership.
- Wiltshire and Dorset Museums have the least ethnically diverse workforce, with 100% of respondents identifying as White British. Dorset County and Wiltshire are also the least ethnically diverse areas of the Wessex region.
- Swindon Museums has the most ethnically diverse workforce but there are no staff with Asian, Asian British, Asian Welsh ethnicity despite 11.8% of the population of Swindon having Asian ethnicity.

## Conclusions

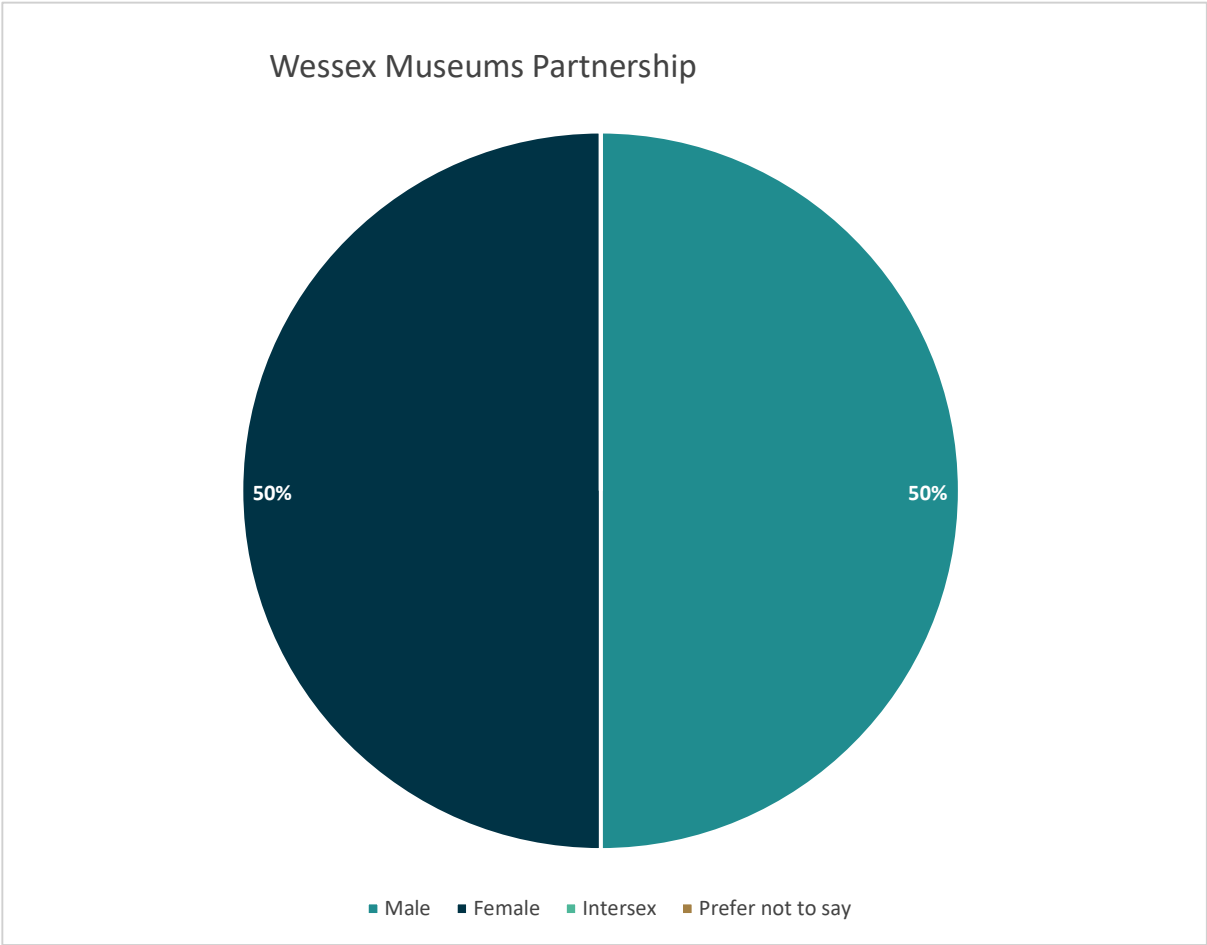
- Response rates to the questions have improved significantly overall this year.
- The museum workforce continues to be largely made up of part-time workers with women significantly in the majority. In terms of full-time positions, there are equal numbers of men and women occupying these roles. There 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, and for the first time there were staff under 20 years and over 70 years working in the Wessex Museums partnership.
- Creating an ethnically diverse workforce continues to be a challenge for the partnership. Where the museums' workforce least reflects the ethnic diversity of the region (Dorset, Wiltshire, Swindon), positive action recruitment could be considered.
- In many categories, there are only one or two members of staff who identify with a protected characteristic under the Equality Act 2010. The 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 museums should consider how they can specifically support these members of staff.

# Trustee Diversity Data



# Trustee Diversity Data

## Sex

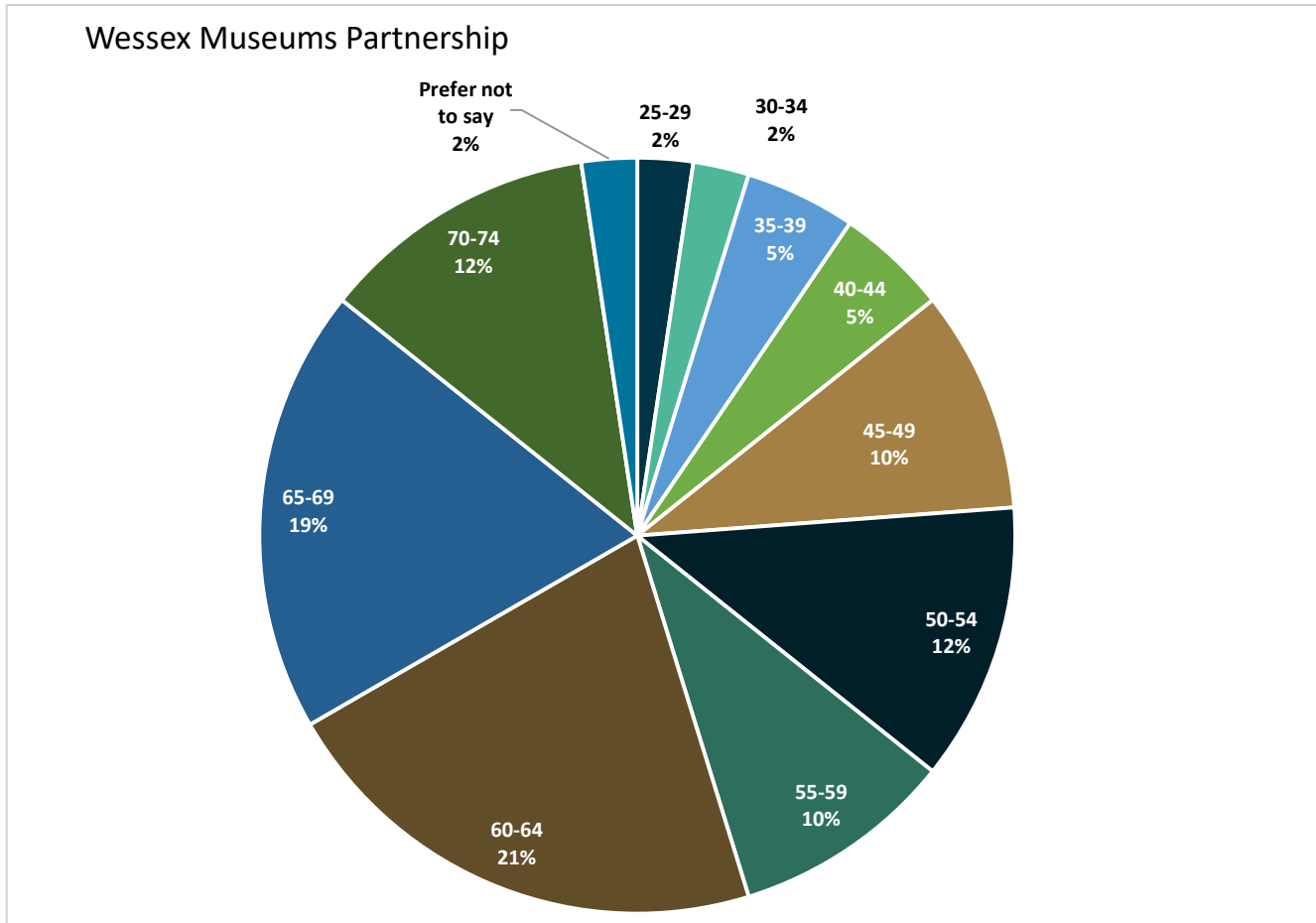


### Key Observations:

- Gender balance on Boards is generally good across the partnership and reflects the local and regional populations.
- Salisbury Museum appears to have the greatest gender imbalance, with 79% of their trustees identifying as 'male' and 21% as 'female'.

# Trustee Diversity Data

## Age



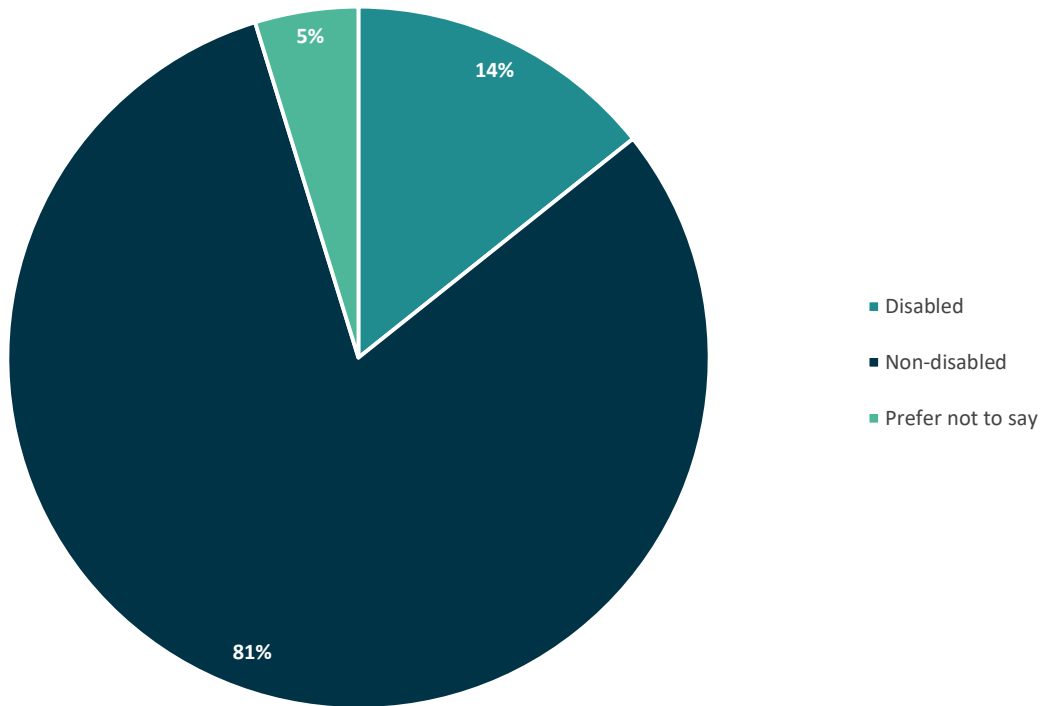
### Key Observations:

- 76% of trustees across the partnership are over the age of 50. There is one trustee under 30 years of age.
- Wiltshire Museum has the youngest and most diverse Board in terms to age (30% of respondents are under 50 years old).
- Salisbury Museum have the oldest Board with 78% of respondents 50 years or older. This is down from 92% over the age of 50 at the last survey.

# Trustee Diversity Data

D/deaf, D/disabled, Long term health conditions

Wessex Museums Partnership



## Key Observations:

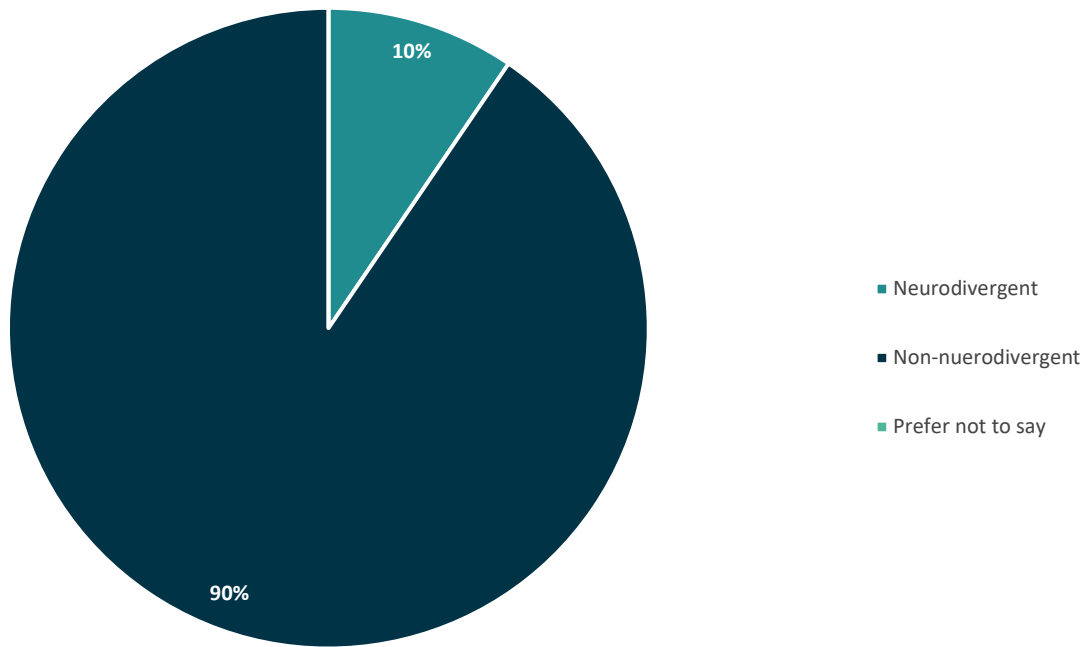
- Wiltshire Museum has the highest percentage of trustees who classify as being D/deaf, D/disabled or with long term health conditions.
- Dorset Museum appears to have no disabled representation on its Board.



# Trustee Diversity Data

## Neurodiversity

### Wessex Museums Partnership



### Key Observations:

- Dorset Museum appears to have no neurodiverse representation on its Board.
- The other partner museums and Wessex Museums Trust Boards have neurodiverse representation close to the LGA estimated 15% of the UK population, with Salisbury Museum most closely aligned.

# Trustee Diversity Data

## Socio-economic Background

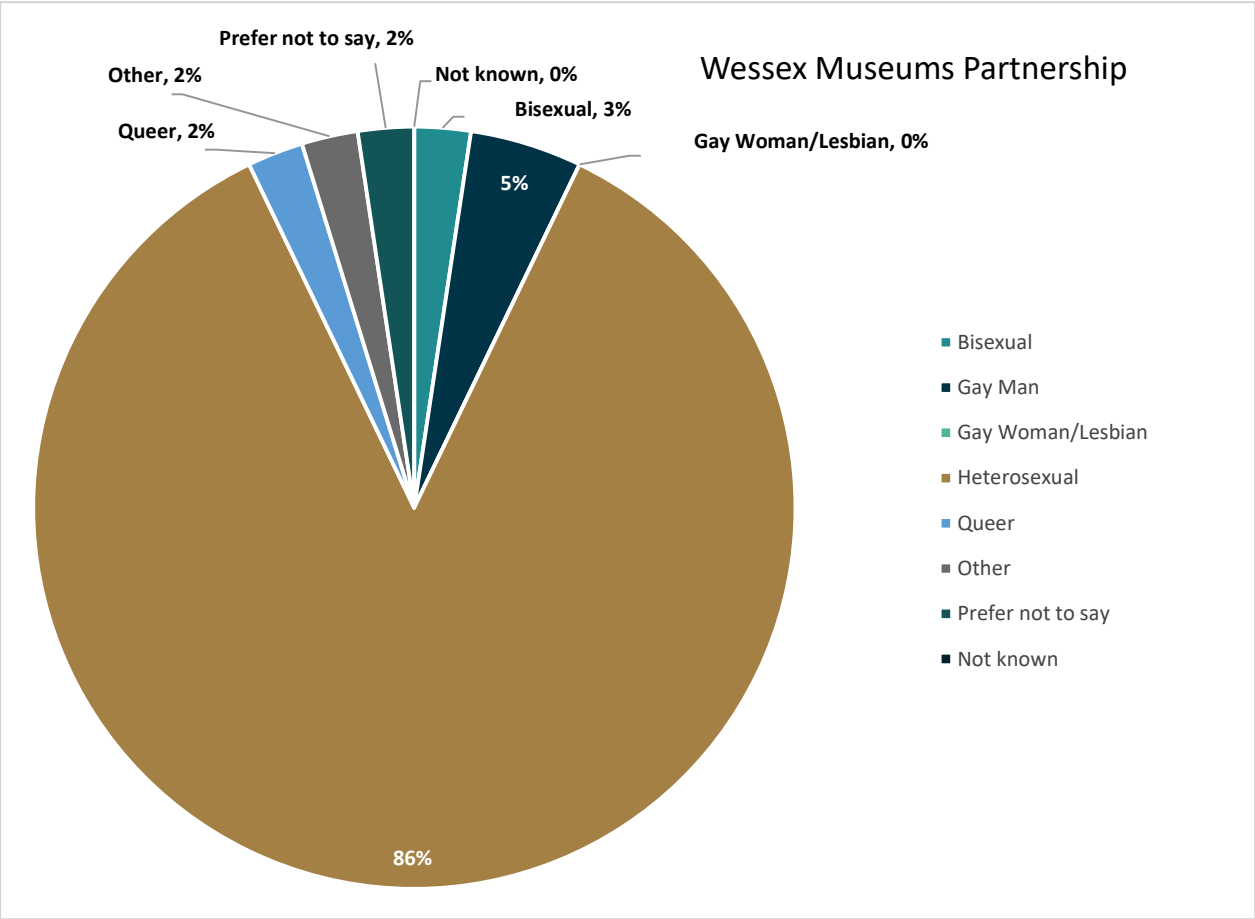


### Key Observations:

- 58% of trustees claim backgrounds from the higher socio-economic categories, as compared to 24% of the South West population.
- Only 18% of trustees responded as 'retired' despite 32% being of retirement age.
- There appear to be no trustees from backgrounds where unemployment was prevalent, indicating there are no trustees from the lowest socio-economic categories.
- 15% of respondents selected 'other'.

# Trustee Diversity Data

## Sexual Orientation

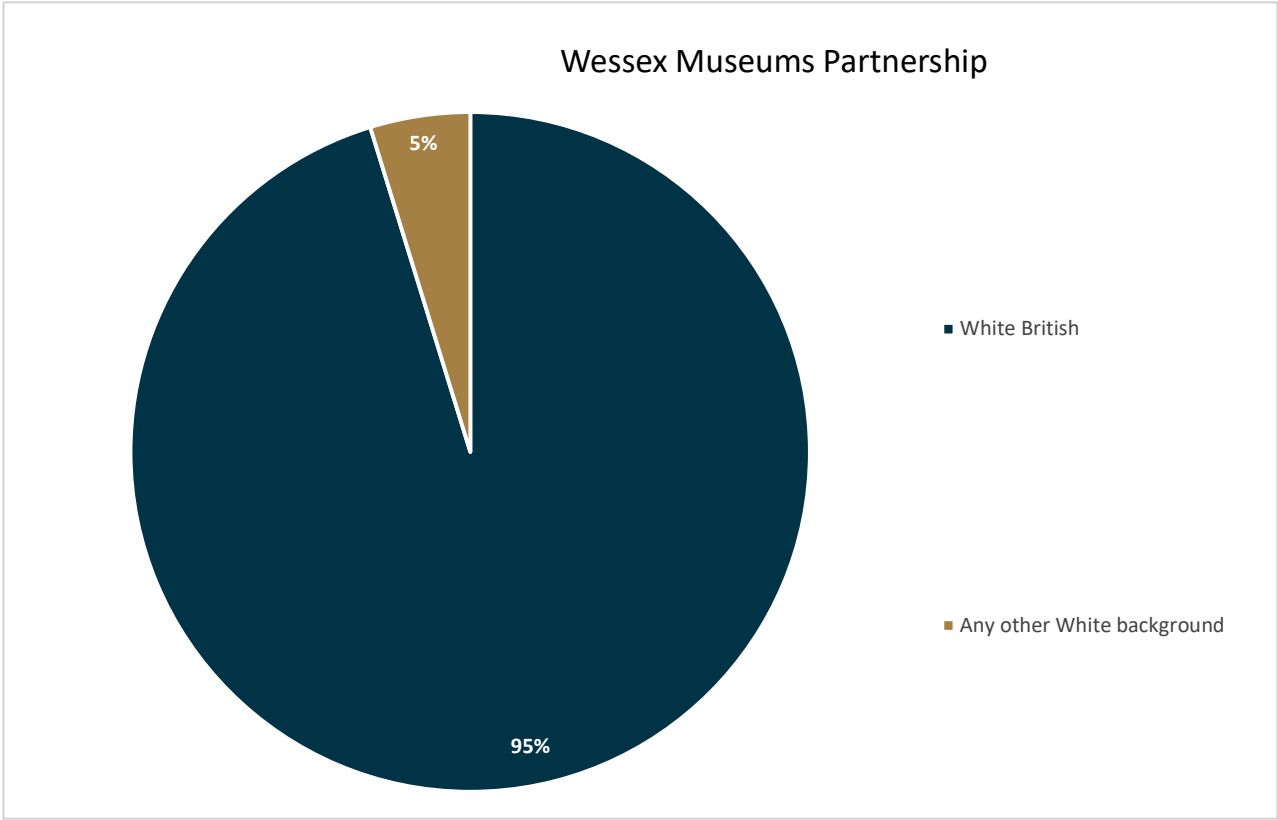


### Key Observations:

- There is no *Gay Woman/Lesbian* representation on any of the museums or Wessex Museums Trust Boards.
- Wiltshire Museum has no LGBTQ+ representation on their Board.

# Trustee Diversity Data

## Ethnicity



### Key Observations:

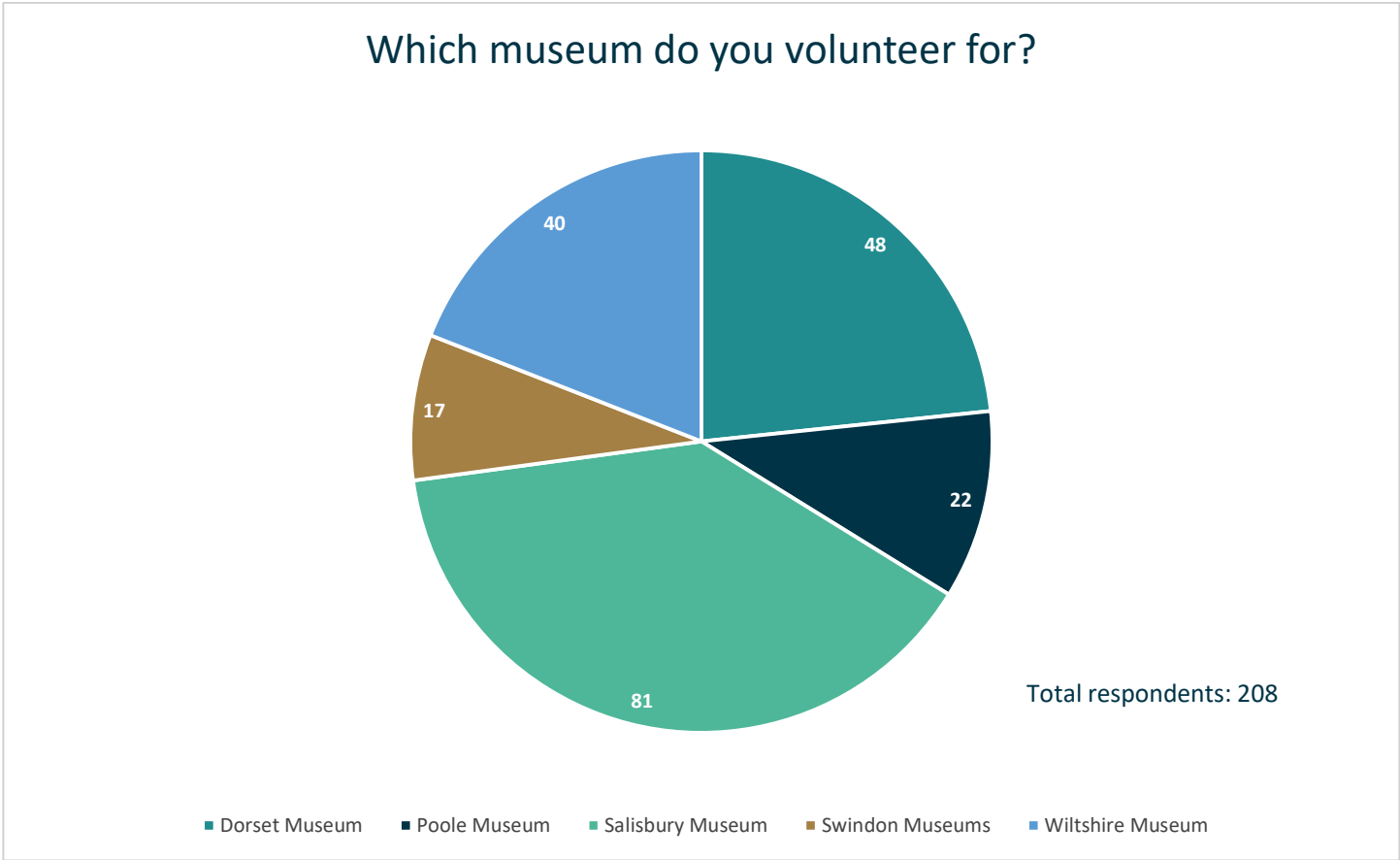
- 100% of trustees across the partnership identify as *White*, whereas the Black, Asian and Mixed population in the South West is 6%.

# Trustee Diversity Data

## Conclusions

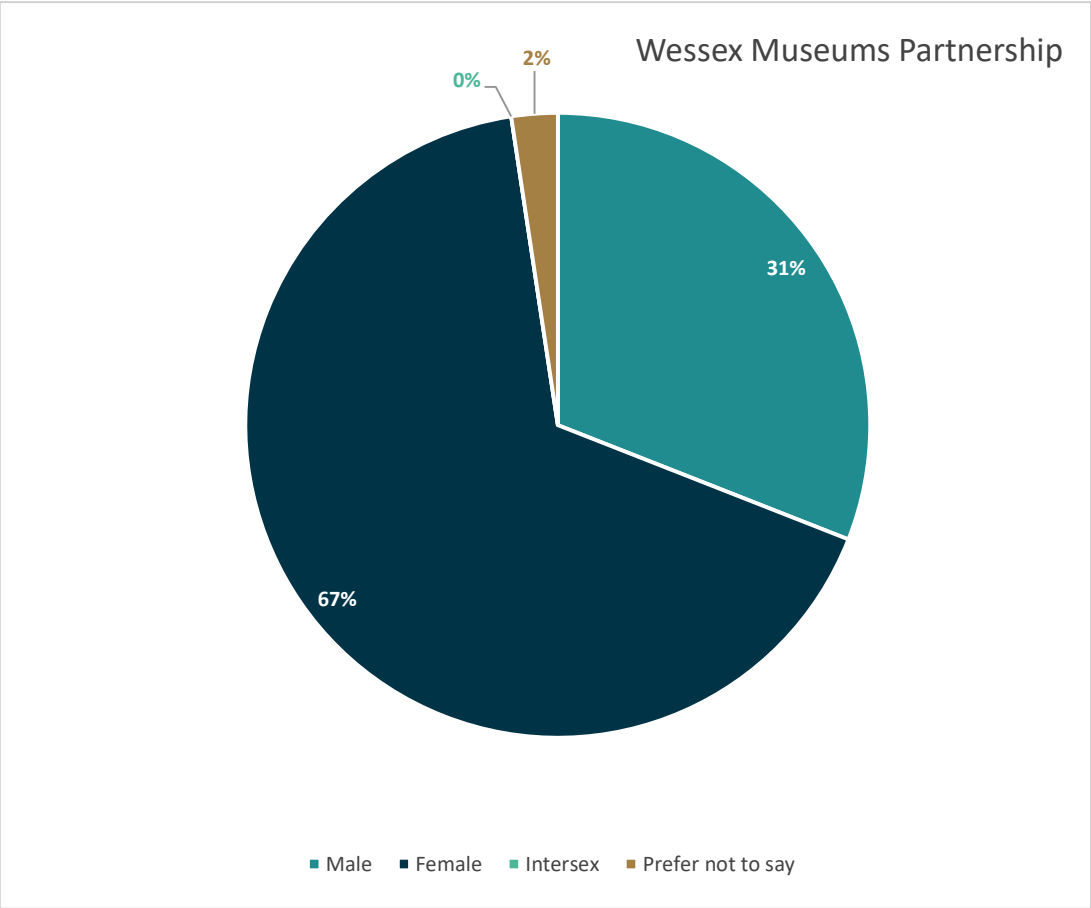
- All organisations can increase ethnic minority and lower-socio economic representation on their Boards, to be more representative of the region. In addition, Dorset Museum currently has no disabled or neurodivergent representation on their Board and Wiltshire Museum has no LGBTQI+ representation on their Board. Positive action through the trustee recruitment process could be considered to specifically address gaps in representation.
- 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

## Sex

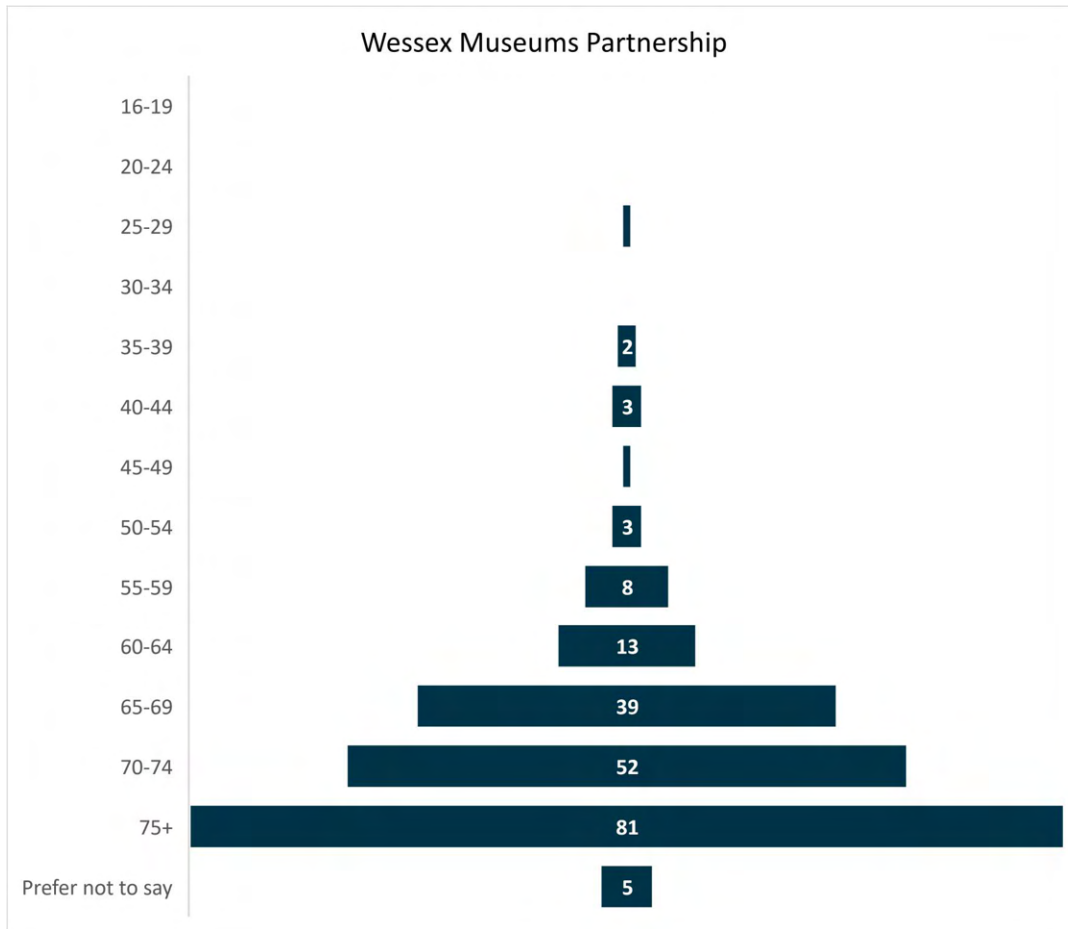


### Key Observations:

- Predominantly female volunteer cohort in all partner museums (between 65-73%), with Swindon Museums appearing to have the most diversity in terms of sex.
- Prefer not to say responses at Swindon Museums were 12%.

# Volunteer Diversity Data

## Age



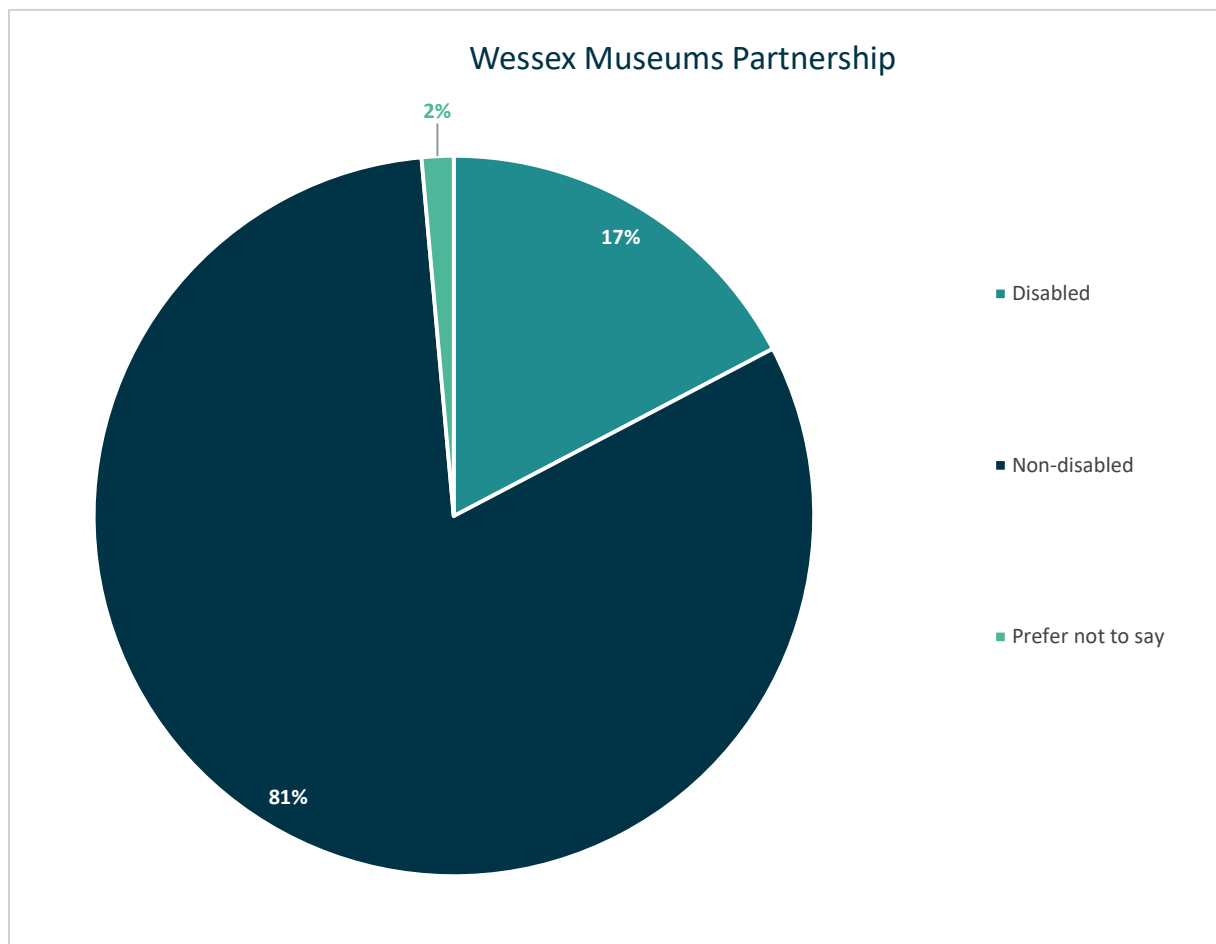
### Key Observations:

- The majority of volunteers (83%) across the partnership are over the age of 65, as compared to 22% of the southwest population.
- The Salisbury Museum has the youngest and most diverse volunteer cohort, including being the only museum with volunteers under age 30.
- Swindon Museums' volunteer cohort is the least diverse in terms of age with all respondents over age 60 years.



# Volunteer Diversity Data

## D/deaf, D/disabled and Long-term Health Conditions

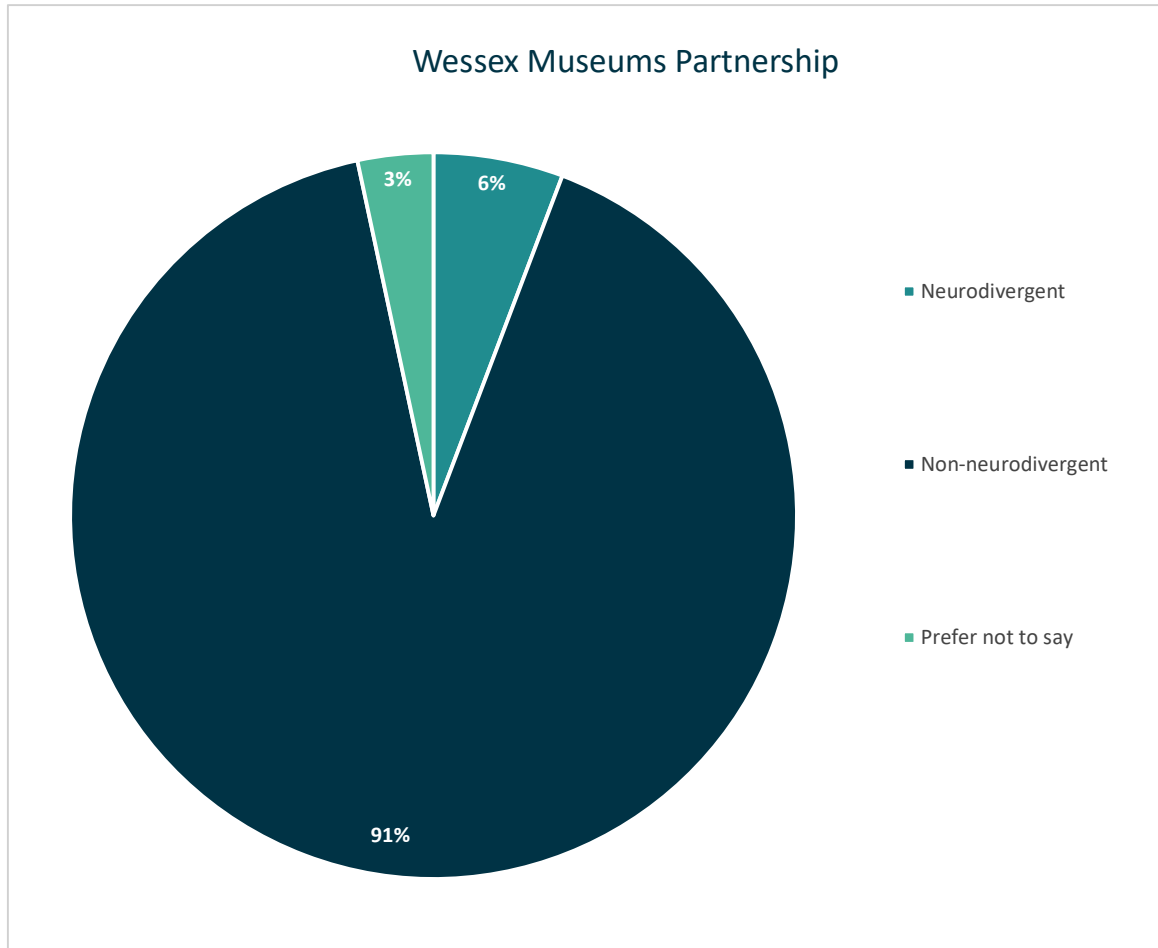


### Key Observations:

- Poole Museum has the highest percentage of volunteers that identify as D/deaf, D/disabled or with a long-term health conditions, and above that for the percentage in the local population.
- Swindon Museums has 6% *prefer not to say* responses.

# Volunteer Diversity Data

## Neurodiversity

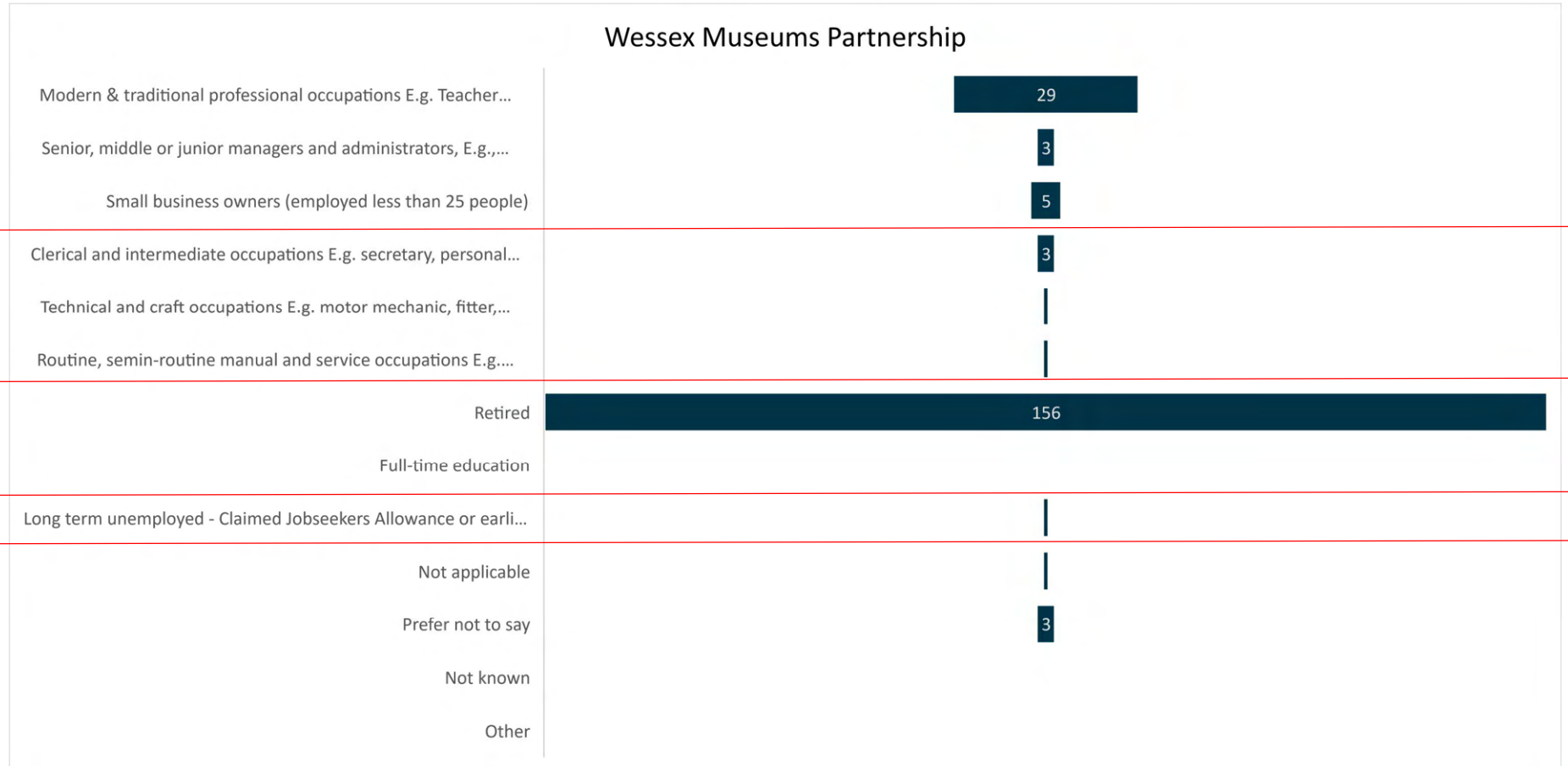


### Key Observations:

- Most partner museums have neurodivergent volunteers in their cohorts, and in Poole and Swindon the percentage of neurodiverse volunteers exceeds the estimated 15% of the UK population.
- Wiltshire Museum appears to have no volunteers that identify as neurodivergent.
- This question had a higher number of 'prefer not to say' responses or was not answered by respondents. Swindon Museums had the highest 'prefer not to say' or nil response rate at 6%.

# Volunteer Diversity Data

## Socio-economic Status



# Volunteer Diversity Data

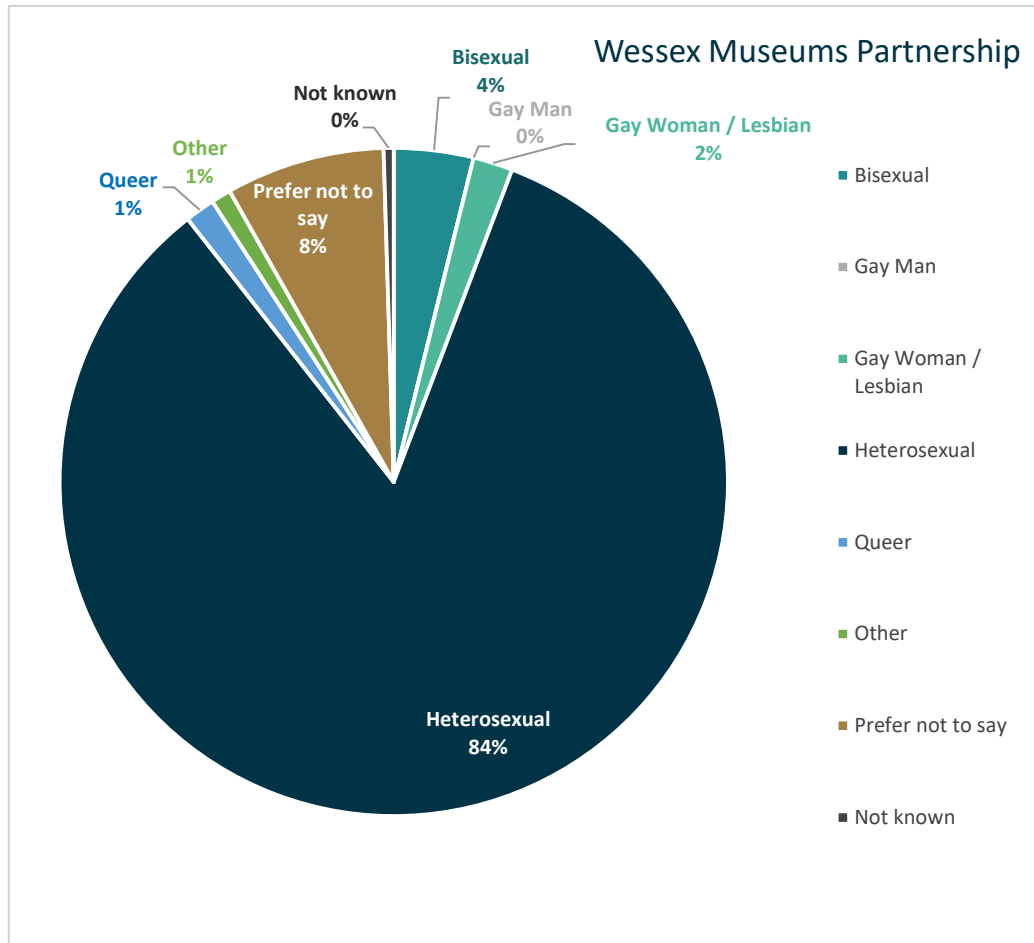
## Socio-economic Status

### Key Observations:

- The majority of respondents (75%) selected '*retired*' as the current or most recent profession. This aligns with the reported age of respondents, where 83% of volunteers were over the age of 65.
- Poole Museum is the only museum with a response of '*long term unemployed*' indicating the lowest socio-economic status.

# Volunteer Diversity Data

## Sexual Orientation

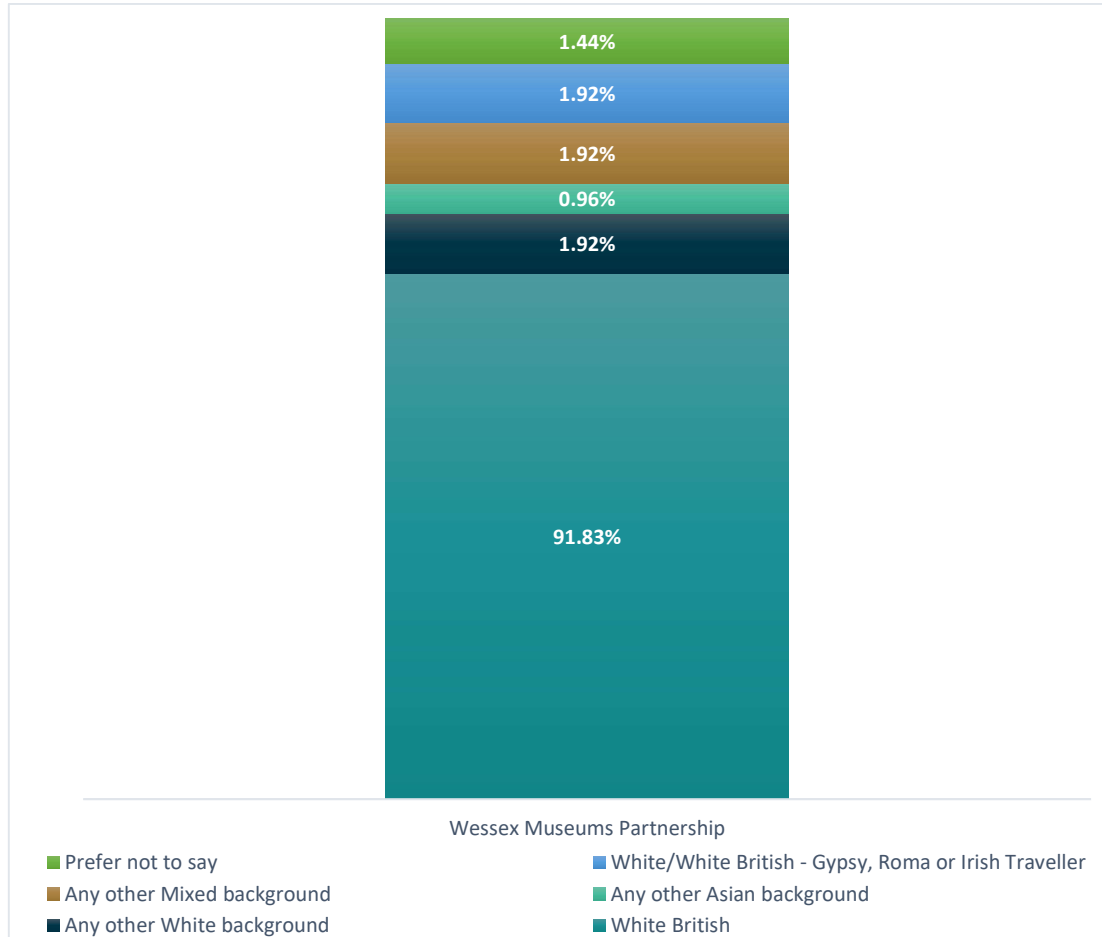


### Key Observations:

- 8% of respondents entered a response of '*prefer not to say*' or a *nil* response. This is down from 14% last year but is still the question with the highest percentage of '*prefer not to say*' responses in the survey.
- All museums have volunteers that identify as LGBTQI+. However, this may be only one or two people, so the museums should be aware this.
- Overall, the percentage of volunteers who identify as LGBTQI+ (8%) aligns with the percentage in the South West population (8%, see p. 8).

# Volunteer Diversity Data

## Ethnic Origin



### Key Observations:

- 95.67% of the volunteers across the partnership identify as *White*, as compared to 93.1% of the population in the South West.
- Poole and Swindon Museums appears to have no volunteers from minority ethnic backgrounds despite being located in areas with the most ethnically diverse populations of all the partner museums.

# Volunteer Diversity Data

## Conclusions

- Response rates to the questions have improved significantly this year.
- Two of the museums have no volunteers from ethnic minority backgrounds despite having diverse local populations. These museums may wish to consider positive action through their recruitment practices to bring more ethnically diverse volunteers into their organisations.
- There are only one or two volunteers with ethnic minority backgrounds in the other partner museums. The museums should be aware of the potential impacts on these volunteers as a result of them being the only ethnically diverse volunteer in the organisation and give consideration to 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 inclusions 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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