

In 2021-22 we employed 99 freelancers across a wide variety of roles. Below are the responses we had to the equal opportunities surveys we sent out with a comparison to 20/21 with percentages for both years for ease of comparison. Anyone who didn't return surveys is recorded as Not known.

On some measures we have stayed the same [Individuals who identify as having a disability – 14%/15%] and some we have increased our diversity [Ethnicity 18% identify as not being white British/ white Irish or any other white background in 21/22 & 13% in 20/21]. The age range of our freelancers are more concentrated between 20-49 in 20/21, although there isn't much difference between the two years. And we have a nearly equal spread of female and male in 21/22 [34%/31%] whereas 40% of our 20/21 freelancers identified as female.

Age Range	21/22	%	20/21	%	Gender Identity	21/22	%	20/21	%
0-19	0	0	1	2	Female (including trans	34	34	19	40
20-34	41	41	12	25	Male (including trans men)	31	31	14	29
35-49	20	20	15	31	Non-Binary (e.g. androgyne)	4	4	0	
50-64	8	8	6	13	Prefer not to say	3	3	1	2
65-74	2	2	0	0	Not known	27	27	14	29
75+	0	0	0	0	TOTAL	99		48	
Prefer Not To Say	1	1	0	0					
Not known	27	27	14	29					
TOTAL	99		48		Ethnicity	21/22	%	20/21	%
					White British	42	42	23	48
Identify as having a disability and/or impairment	21/22	%	20/21	%	White Irish	4	4	3	6
Identify as a deaf or disabled person, or have a long term health condition	14	14	7	15	Gypsy, Roma or Irish Traveller	1	1	1	2
Non-Disabled Staff	51	52	25	52	Any other White background	6	6	2	4
Prefer not to say	7	7	2	4	White & Black Caribbean	3	3	0	0
Not known	27	27	14	29	White & Black African	0	0	0	0
TOTAL	99		48		White & Asian	1	1	2	4
					Any other Mixed background	1	1	1	2
Identify as neuro-divergent	21/22	%	20/21	%	Indian	2	2	0	0
Neuro-divergent part time staff	14	14	not asked		Pakistani	1	1	0	0
TOTAL					Bangladeshi	0	0	0	0
					Chinese	0	0	0	0
Sexual Orientation	21/22	%	20/21	%	Any other Asian background	2	2	0	0
Bisexual	8	8	2	4	Black African	3	3	0	0
Gay Man	5	5	4	8	Black Caribbean	4	4	1	2
Gay Woman / Lesbian	1	1	1	2	Any other Black background	0	0	1	2
Heterosexual / Straight	39	39	19	40	Arab	0	0	0	0
Queer	7	7	1	2	Latin American	0	0	0	0
Prefer not to say	12	12	7	15	Any other ethnic group	0	0	0	0
Not known	27	27	14	29	Prefer not to say	2	2	0	0
TOTAL	99		48		Not known	27	27	14	29
					TOTAL	99		48	

Permanent Staff, Board & Volunteers

We have collated the equal opportunity survey responses for staff, board and volunteers together to allow a level of anonymity as the numbers are small but these are all reported separately to ACE. The figures haven't changed much between the two years as the individuals answering have only partially changed. In 21/22 we have slightly more of an age range spread, whereas gender identity

[69% female / 31% male 21/22 & 65% female / 35% male 20/21] and individuals who identify as having a disability &/or long term health condition [25% 21/22 & 24% 20/21] have stayed similar. The area we need to diversify more, as we know, is the ethnicity of our staff, board and volunteers.

Age Range	21/22	%	20/21	%	Gender Identity	21/22	%	20/21	%
0-19	0	0	0	0	Female (including trans	11	69	11	65
20-34	1	6	0	0	Male (including trans men)	5	31	6	35
35-49	8	50	8	47	Non-Binary (e.g. androgynous)	0			
50-64	2	13	5	29	Prefer not to say	0		0	0
65-74	3	19	3	18	Not known	0		0	0
75+	1	6	1	6	TOTAL	16		17	
Prefer Not To Say	1	6	0	0					
Not known	0		0	0					
TOTAL	16		17						
					Ethnicity	21/22	%	20/21	%
					White British	12	75	15	88
Identify as having a disability and/or impairment	21/22	%	20/21	%	White Irish	0		0	
Identify as a deaf or disabled person, or have a long term health condition	4	25	4	24	Gypsy, Roma or Irish Traveller	0		0	
Non-Disabled Staff	11	69	12	71	Any other White background	2	13	1	6
Prefer not to say	1	6	1	6	White & Black Caribbean	0		0	
Not known	0		0	0	White & Black African	0		0	
TOTAL	16		17		White & Asian	0		0	
					Any other Mixed background	0		0	
Identify as neuro-divergent	21/22	%	20/21	%	Indian	0		0	
Neuro-divergent part time staff	1	6	not asked		Pakistani	0		0	
TOTAL					Bangladeshi	0		0	
					Chinese	0		0	
Sexual Orientation	21/22	%	20/21	%	Any other Asian background	0		0	
Bisexual	1	6	2	12	Black African	0		0	
Gay Man	1	6	1	6	Black Caribbean	1	6	0	0
Gay Woman / Lesbian	0		0	0	Any other Black background	0		0	
Heterosexual / Straight	10	63	13	76	Arab	0		0	
Queer	1	6	0	0	Latin American	0		0	
Prefer not to say	3	19	1	6	Any other ethnic group	0		0	
Not known	0		0	0	Prefer not to say	1	6	1	6
TOTAL	16		17		Not known	0		0	0
					TOTAL	16		17	