

# ICO staff and board of trustees' demographic data

The data was collected in July 2020 and will be reviewed and updated in April 2021.

The questions and categories are based on those used by of our main funder, the BFI. We have ensured to include options for people to self-identify.

## 1. Gender

	All (including staff and the board of trustees)	All staff	Senior management	Board of trustees
Female	62.1%	66.7%	80%	50%
Male	37.9%	33.3%	20%	50%
Non-binary	0%	0%	0%	0%
Intersex	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	0%
Prefer to identify as	0%	0%	0%	0%

## 2. Gender Identity - Is your gender the same now as it was assigned at birth?

	All (including staff and the board of trustees)	All staff	Senior management	Board of trustees
Yes	100%	100%	100%	100%
No	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	0%

### 3. Age

	All (including staff and the board of trustees)	All staff	Senior management	Board of trustees
0-15	0%	0%	0%	0%
16-19	0%	0%	0%	0%
20-24	0%	0%	0%	0%
25-30	17.2%	23.8%	0%	0%
31-34	10.3%	14.3%	0%	0%
35-39	17.2%	23.8%	20%	0%
40-49	13.8%	14.3%	20%	12.5%
50-59	34.5%	19%	40%	75%
60-69	6.9%	4.8%	20%	12.5%
70+	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	0%

### 4. Sexual Orientation

	All (including staff and the board of trustees)	All staff	Senior management	Board of trustees
Bisexual	13.8%	14.3%	0%	12.5%
Gay Man	0%	0%	0%	0%
Gay Woman / Lesbian	3.4%	4.8%	0%	0%
Straight / Heterosexual	82.8%	81%	100%	87.5%
Prefer not to say	0%	0%	0%	0%
Prefer to use own term	0%	0%	0%	0%

## 5. Do you identify as D / deaf, and / or do you consider yourself to have a disability or long-term health condition?

	All (including staff and the board of trustees)	All staff	Senior management	Board of trustees
I am D / deaf	0%	0%	0%	0%
I have a disability	10.3%	4.8%	0%	25%
No	89.7%	95.2%	100%	75%
Prefer not to say	0%	0%	0%	0%

## 6. Socioeconomic Background - Do you consider yourself to be from a disadvantaged background?

	All (including staff and the board of trustees)	All staff	Senior management	Board of trustees
Yes	27.6%	23.8%	20%	37.5%
No	72.4%	76.2%	80%	62.5%
Prefer not to say	0%	0%	0%	0%

## 7. Religion / Belief

	All (including staff and the board of trustees)	All staff	Senior management	Board of trustees
Buddhist	0%	0%	0%	0%
Christian	17.2%	14.3%	40%	25%
Hindu	0%	0%	0%	0%
Jewish	0%	0%	0%	0%
Muslim	0%	0%	0%	0%
Sikh	0%	0%	0%	0%
No religion	65.5%	71.4%	20%	50%
Prefer not to say	10.3%	9.5%	40%	12.5%
Other (please specify)	6.9%	4.8% Jewish heritage but non-religious	0%	12.5% Hindu by birth

## 8. Ethnic Origin

		All (including staff and the board of trustees)	All staff	Senior management	Board of trustees
<b>South Asian / South Asian British</b>	Indian	3.4%	0%	0%	12.5%
	Pakistani	0%	0%	0%	0%
	Bangladeshi	0%	0%	0%	0%
	Any other South Asian Background	0%	0%	0%	0%
<b>East Asian / East Asian British (including South East Asian / South East Asian British)</b>	Chinese	3.4%	4.8%	20%	0%
	Any other East Asian background	0%	0%	0%	0%
<b>Black / African / Caribbean / Black British</b>	African	3.4%	4.8%	0%	0%
	Caribbean	0%	0%	0%	0%
	Any other Black / African / Caribbean background	0%	0%	0%	0%
<b>Mixed / Multiple ethnic groups</b>	White and Black Caribbean	0%	0%	0%	0%
	White and Black African	0%	0%	0%	0%
	White and Asian	0%	0%	0%	
	Any other Mixed / Multiple ethnic background	3.4%	4.8%	0%	0%
<b>White</b>	English / Welsh / Scottish / Northern Irish / British	75.9%	76.2%	60%	75%
	Irish	3.4%	0%	0%	12.5%
	Gypsy or Irish Traveller	0%		0%	0%
	Any other White background	3.4%	4.8%	0%	0%
<b>Other ethnic group</b>	Arab	0%	0%	0%	0%
	Any other ethnic group	3.4% Turkish Cypriot and White British	4.8% Turkish Cypriot and White British	20% Turkish Cypriot and White British	0%
<b>Prefer not to say</b>		0%	0%	0%	0%