

ICO staff and board of trustees' demographic data

The data was collected in May 2021 and will be reviewed and updated in January 2022.

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	60%	64.7%	80%	50%
Male	40%	35.3%	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	10%	11.7%	0%	0%
31-34	15%	14.3%	0%	0%
35-39	30%	35.2%	20%	0%
40-49	15%	14.3%	20%	12.5%
50-59	20%	11.7%	40%	75%
60-69	10%	5.8%	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	10%	11.7%	0%	12.5%
Gay Man	0%	0%	0%	0%
Gay Woman / Lesbian	5%	5.8%	0%	0%
Straight / Heterosexual	85%	82.5%	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	15%	17.6%	0%	25%
No	85%	82.4%	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	25%	23.5%	20%	37.5%
No	75%	76.5%	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	20%	12.7%	40%	25%
Hindu	0%	0%	0%	0%
Jewish	0%	0%	0%	0%
Muslim	0%	0%	0%	0%
Sikh	0%	0%	0%	0%
No religion	70%	71.5%	20%	50%
Prefer not to say	5%	10%	40%	12.5%
Other (please specify)	5%	5.8%	0%	12.5%

8. Ethnic Origin

		All (including staff and the board of trustees)	All staff	Senior management	Board of trustees
South Asian / South Asian British	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%
East Asian / East Asian British (including South East Asian / South East Asian British)	Chinese	3.4%	4.8%	20%	0%
	Any other East Asian background	0%	0%	0%	0%
Black / African / Caribbean / Black British	African	3.4%	4.8%	0%	0%
	Caribbean	0%	0%	0%	0%
	Any other Black / African / Caribbean background	0%	0%	0%	0%
Mixed / Multiple ethnic groups	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%
White	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%
Other ethnic group	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%
Prefer not to say		0%	0%	0%	0%