

ICO staff and board of directors and trustees' demographic data

The data was collected in April 2023 and will be reviewed and updated in April 2024.

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 directors and trustees)	All staff	Senior management	Board of directors and trustees
Woman (incl. trans women)	52.1%	52.6%	80%	50%
Man (incl. trans men)	44.2%	47.4%	20%	37.5%
Non-binary / Gender Queer	0%	0%	0%	0%
Prefer not to say	3.7%	0%	0%	12.5%
Prefer to identify as	0%	0%	0%	0%

2. Gender Identity - Do you identify as a different gender than the one assigned to you at birth?

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Yes	3.7%	0%	0%	12.5%
No	85.2%	94.7%	100%	62.5%
Prefer not to say	11.1%	5.3%	0%	25%

3. Age

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
0-19	0%	0%	0%	0%
20-24	0%	0%	0%	0%
25-29	18.5%	15.8%	0%	25%
30-34	14.8%	21%	0%	0%
35-39	11.1%	10.5%	0%	12.5%
40-49	29.7%	31.6%	40%	25%
50-59	14.8%	15.8%	40%	12.5%
60-69	7.4%	5.3%	20%	12.5%
70+	0%	0%	0%	0%
Prefer not to say	3.7%	0%	0%	12.5%

4. Sexual Orientation

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Bisexual	14.8%	15.8%	0%	12.5%
Gay Man	3.7%	0%	0%	12.5%
Gay Woman / Lesbian	0%	0%	0%	0%
Straight / Hetero sexual	81.5%	84.2%	100%	75%
Prefer not to say	0%	0%	0%	0%
Prefer to use own term	0%	0%	0%	0%

5. Disability and Access - Do you identify with any of the following statements?

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
I am D / deaf	3.7%	5.3%	0%	0%
I have a long-term health condition	18.5%	21%	40%	12.5%
I have a mental health condition	18.5%	21%	0%	12.5%
I don't identify with any of the statements	63%	57.9%	40%	75%
Prefer not to say	3.7%	5.3%	20%	0%

6. Religion / Belief

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Buddhist	0%	0%	0%	0%
Christian	14.8%	15.8%	40%	12.5%
Hindu	0%	0%	0%	0%
Jewish	0%	0%	0%	0%
Muslim	0%	0%	0%	0%
Sikh	0%	0%	0%	0%
Atheist	14.8%	15.8%	0%	12.5%
Agnostic	22.2%	15.8%	40%	37.5%
No religion	33.4%	42.1%	0%	12.5%
Prefer not to say	14.8%	10.5%	20%	25%

7. Socioeconomic - Which one of the following types of school did you attend between 11 and 16:

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Attended school outside of the UK	3.7%	0%	0%	12.5%
Independent or fee-paying school - bursary	11.1%	10.5%	0%	12.5%
Independent or fee-paying school - no bursary	7.4%	5.3%	0%	12.5%
State-run or state-funded school - non-selective	63%	73.7%	100%	37.5%
State-run or state-funded school - selective on academic, faith or other grounds	14.8%	10.5%	0%	25%
Prefer not the say	0%	0%	0%	0%

8. Socioeconomic - How would you describe the occupation of the main/highest income earner in your household when you were 14:

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Clerical and intermediate occupations e.g. secretary, nursery nurse, office clerk, call centre agent	11.1%	10.5%	0%	12.5%
Middle or junior managers e.g. office manager, warehouse manager, restaurant manager	3.7%	5.3%	20%	0%
Modern professional occupations e.g. teacher, nurse, social worker, artist, musician, software designer	29.7%	21%	40%	50%
Routine manual and service occupations e.g. van driver, cleaner, porter, waiter/waitress, bar staff	3.7%	5.3%	0%	0%
Semi-routine manual and service occupations e.g. postal worker, security guard, machine worker, receptionist, sales assistant	14.8%	21%	0%	0%
Senior managers and administrators e.g. finance manager, chief executive	3.7%	5.3%	0%	0%
Technical and craft occupations e.g. fitter, plumber, printer, electrician	0%	0%	0%	0%
Traditional professional occupations e.g. accountant, solicitor, scientist, medical practitioner	22.2%	21%	20%	25%
Unemployed/never worked/long term sickness	3.7%	5.3%	0%	0%
Prefer not the say	7.4%	5.3%	20%	12.5%

9. Ethnic Origin

		All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
South Asian / South Asian British	Indian	3.7%	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	3.7%	5.3%	20%	0%
	Any other East Asian background	0%	0%	0%	0%
Black / African / Caribbean / Black British	African	3.7%	0%	0%	12.5%
	Caribbean	0%	0%	0%	0%
	Any other Black / African / Caribbean background	0%	0%	0%	0%
Mixed / Multiple ethnic groups	White and Black Caribbean	3.7%	5.3%	0%	0%
	White and Black African	7.2%	10.5%	0%	0%
	White and Asian	0%	0%	0%	
	Any other Mixed / Multiple ethnic background	14.8%	10.5%	20%	25%
White	English / Welsh / Scottish / Northern Irish / British	52.1%	63.1%	60%	25%
	Irish	3.7%	0%	0%	12.5%
	Gypsy or Irish Traveller	0%		0%	0%
	Any other White background	3.7%	5.3%	0%	0%
Prefer not to say		3.7%	0%	0%	12.5%