

ICO staff, board of directors and trustees' demographic data

The data was collected in April 2025 and will be reviewed and updated in April 2026.

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)	62%	65%	75%	58%
Man (incl. trans men)	38%	35%	25%	42%
Non-binary / Gender Queer	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	0%
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	7%	12%	0%	0%
No	93%	88%	100%	100%
Prefer not to say	0%	0%	0%	0%

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%
25-34	31%	35%	0%	25%
35-44	35%	35%	0%	33%
45-54	14%	12%	50%	17%
55-64	17%	18%	50%	17%
65-74	3%	0%	0%	8%
74+	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	0%

4. Sexual Orientation

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Bisexual	14%	18%	0%	8%
Gay Man	3%	0%	0%	8%
Gay Woman / Lesbian	7%	6%	0%	8%
Straight / Hetero sexual	66%	70%	100%	58%
Prefer not to say	7%	6%	0%	8%
Prefer to use own term	3%	0%	0%	8%

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 deaf, deafened, hard of hearing or hearing impaired	3%	6%	0%	0%
I have a disability	0%	0%	0%	0%
I have a long-term health condition	14%	18%	25%	8%
I have a mental health condition	7%	12%	0%	0%
I am sight impaired	3%	6%	0%	0%
I have long-term difficulties with mobility which impact my regular day-to-day life	3%	0%	0%	8%
I don't identify with any of the statements	66%	58%	75%	75%
Prefer not to say	7%	0%	0%	17%

6. Religion / Belief

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Buddhist	7%	6%	0%	8%
Christian	21%	18%	50%	25%
Hindu	0%	0%	0%	0%
Jewish	0%	0%	0%	0%
Muslim	0%	0%	0%	0%
Sikh	0%	0%	0%	0%
Atheist	10%	12%	0%	8%
Agnostic	21%	18%	25%	25%
No religion	21%	28%	0%	8%
Other	3%	6%	0%	0%
Prefer not to say	17%	12%	25%	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	10%	0%	0%	25%
Independent or fee-paying school - bursary	10%	12%	0%	8%
Independent or fee-paying school - no bursary	7%	12%	0%	0%
State-run or state-funded school - non-selective	53%	58%	50%	42%
State-run or state-funded school - selective on academic, faith or other grounds	17%	12%	50%	25%
Other	3%	6%	0%	0%
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	10%	12%	0%	8%
Middle or junior managers e.g. office manager, warehouse manager, restaurant manager	17%	12%	50%	25%
Modern professional occupations e.g. teacher, nurse, social worker, artist, musician, software designer	35%	28%	25%	42%
Routine manual and service occupations e.g. van driver, cleaner, porter, waiter/waitress, bar staff	7%	12%	0%	0%
Semi-routine manual and service occupations e.g. postal worker, security guard, machine worker, receptionist, sales assistant	7%	6%	0%	8%
Senior managers and administrators e.g. finance manager, chief executive	14%	18%	25%	8%
Technical and craft occupations e.g. fitter, plumber, printer, electrician	0%	0%	0%	0%
Traditional professional occupations e.g. accountant, solicitor, scientist, medical practitioner	10%	12%	0%	8%
Unemployed/never worked/long term sickness	0%	0%	0%	0%
Prefer not the say	0%	0%	0%	0%

9. Ethnic Origin

		All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Asian / Asian British	Indian	3%	0%	0%	8%
	Pakistani	0%	0%	0%	0%
	Bangladeshi	0%	0%	0%	0%
	Chinese	10%	6%	25%	17%
	Any other Asian background	7%	6%	0%	8%
Black / African / Caribbean / Black British	African	3%	0%	0%	8%
	Caribbean	0%	0%	0%	0%
	Any other Black / African / Caribbean background	0%	0%	0%	0%
Mixed / Multiple ethnic groups	White and Black Caribbean	3%	6%	0%	0%
	White and Black African	3%	6%	0%	0%
	White and Asian	0%	0%	0%	0%
	Any other Mixed / Multiple ethnic background	7%	0%	0%	17%
White	English / Welsh / Scottish / Northern Irish / British	57%	76%	75%	25%
	Irish	7%	0%	0%	17%
	Gypsy or Irish Traveller	0%	0%	0%	0%
	Any other White background	0%	0%	0%	0%
Prefer not to say		0%	0%	0%	0%