

ICO staff, board of directors and trustees' demographic data

The data was collected in April 2026 and will be reviewed and updated in April 2027.

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)	64%	70%	100%	54%
Man (incl. trans men)	27%	30%	0%	23%
Prefer not to say	9%	0%	0%	23%

2. Gender Identity - Is the gender you identify with the same as your sex registered at birth?

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Yes	91%	100%	100%	77%
No	0%	0%	0%	0%
Prefer not to say	9%	0%	0%	23%

3. Age

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
20-24	3%	5%	0%	0%
25-34	24%	30%	0%	15%
35-44	36%	45%	25%	23%
45-54	15%	10%	50%	23%
55-64	6%	5%	25%	8%
65+	3%	0%	0%	8%
Prefer not to say	12%	5%	0%	23%

4. Sexual Orientation

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Bisexual	15%	20%	0%	8%
Gay / Lesbian	9%	5%	0%	15%
Straight / Heterosexual	64%	70%	100%	54%
Prefer not to say	12%	5%	0%	23%

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 autistic or neurodivergent	9%	5%	0%	15%
I am dyslexic or dyspraxic	3%	0%	0%	8%
I have a disability	6%	10%	25%	0%
I have a long-term health condition	21%	30%	50%	8%
I have a mental health condition	12%	20%	0%	0%
I have long-term difficulties with mobility which impact my regular day-to-day life	3%	0%	0%	8%
No, I don't relate to any of these	52%	60%	50%	38%
Don't know	6%	0%	0%	15%
Prefer not to say	9%	0%	0%	23%

6. Religion / Belief

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Agnostic	18%	20%	25%	15%
Atheist	9%	5%	0%	15%
Buddhist	6%	5%	0%	8%
Christian	12%	10%	50%	15%
Hindu	3%	0%	0%	8%
No Religion	33%	50%	0%	8%
Prefer not to say	9%	10%	25%	31%

7. Socioeconomic - What type of school did you mainly attend between the ages of 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%	0%	0%	8%
Independent or fee-paying school - bursary	12%	15%	0%	8%
Independent or fee-paying school - no bursary	3%	12%	0%	8%
State-run or state-funded school - non-selective	55%	60%	50%	46%
State-run or state-funded school - selective on academic, faith or other grounds	15%	20%	50%	8%
Prefer not the say	12%	5%	0%	23%

8. Socioeconomic - What was the occupation of your main household earner when you were aged 14?

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	9%	15%	0%	0%
Modern professional & traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	42%	35%	25%	54%
Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.	12%	15%	25%	8%
Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	12%	10%	25%	15%
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.	3%	5%	25%	0%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	6%	10%	0%	0%
Retired	3%	5%	0%	0%
Prefer not the say	12%	5%	0%	23%

9. Ethnic origin

	All (including staff and the board of directors and trustees)	All staff	Senior management	Board of directors and trustees
Asian - Chinese	6%	5%	0%	8%
Black - African	3%	0%	0%	8%
Asian & White	3%	0%	0%	8%
Black African & White	3%	5%	0%	0%
Black Caribbean & White	3%	5%	0%	0%
Any other White backgrounds	3%	5%	0%	0%
White British/English/Welsh/Scottish/Northern Irish	64%	75%	75%	46%
Any other ethnic backgrounds	6%	5%	25%	8%
Prefer not to say	9%	0%	0%	23%