

**SCIENCE
MUSEUM
GROUP**

**WORKFORCE
DEMOGRAPHICS**

31 MARCH 2023

SCIENCE MUSEUM GROUP WORKFORCE DEMOGRAPHICS

WHY IS DIVERSITY IMPORTANT?

The Science Museum Group's mission is to 'inspire futures'. Central to inspiring the next generation of scientists, inventors and engineers is our work towards a society where all people feel that science is for them and have opportunities to access the social and economic benefits it brings.

'Open for all' is our commitment to make the Science Museum Group – and science itself – more accessible and attractive to everyone throughout their lives by identifying and removing barriers to engagement, both from a visitor and employment perspective.

We aim to grow a diverse workforce that reflects our communities, through developing a diverse talent pipeline and ensuring recruitment and selection is as inclusive as possible. Our diversity data is important to allow us to identify areas of underrepresentation, both at a site and functional level, and therefore target our action to focus on these areas.

WHAT DOES OUR DIVERSITY DATA TELL US?

Our latest figures, as of 31 March 2023, show that 15.1% of Science Museum Group employees are from ethnic minority backgrounds (excluding white minority backgrounds) and 8.7% consider themselves to have a disability.

Employees from an ethnic minority background (excluding white minority backgrounds) are underrepresented compared with the population for England and Wales as a whole (18.3% according to 2021 census data).

Disabled employees are particularly underrepresented when compared with England and Wales as a whole (17.8% according to 2021 census data).

Group employees who consider themselves to be disabled or from ethnic minority backgrounds are generally more likely to be in junior roles.

Just over a quarter (26.8%) of employees are from lower socioeconomic backgrounds. While this is representative of the sector, it is not reflective of the wider UK population of 39% (Social Mobility Commission, 2021).

The Group does not have a gender balance: 64.6% of our employees are women and 1.9% are non-binary. We do, however, have high levels of LGBTQ+ representation at 22.7% of employees compared with 3.2% who identified with an LGBTQ+ category in the 2021 census.

DIVERSIFYING OUR WORKFORCE: TAKING ACTION

2022/23 PROGRESS

WHAT HAVE WE DONE SO FAR?

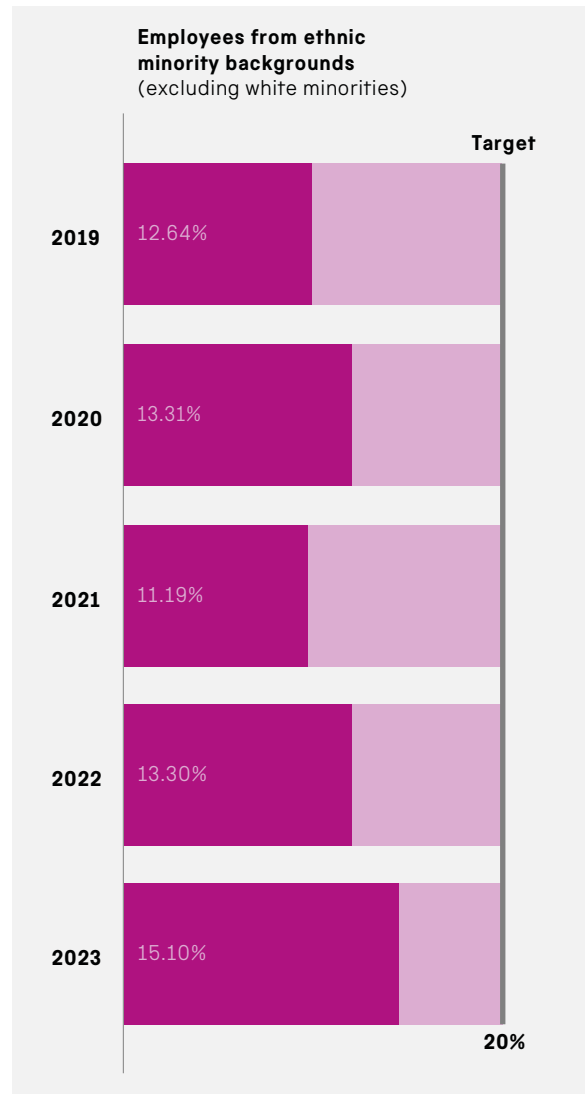
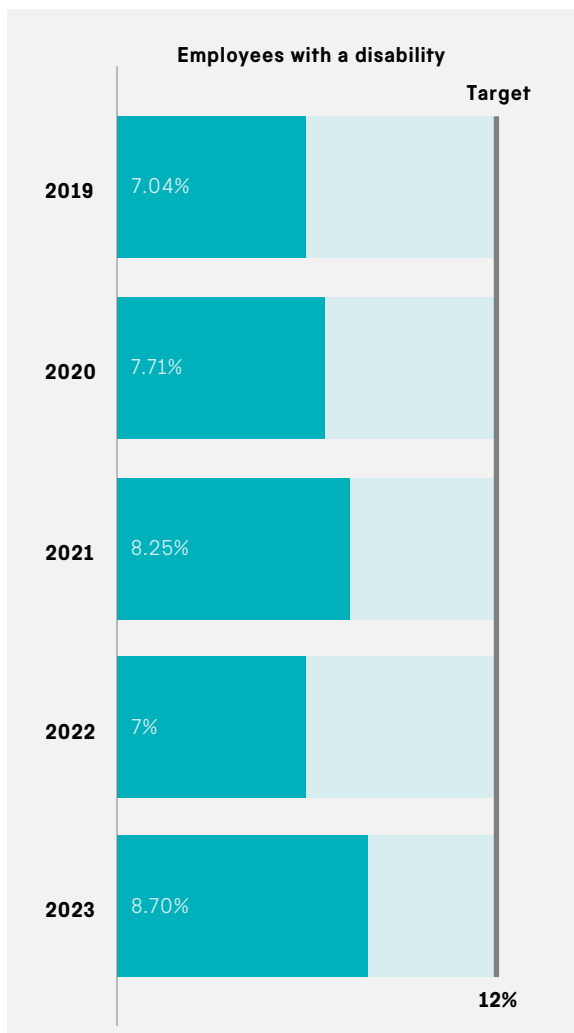
Analysing our workforce demographics has enabled us to set Group-wide, overarching targets and these were introduced in May 2022.

By 2026 we aim to have:

- Increased ethnic minority representation* to at least 20% of the total workforce.
- Increased disability representation to at least 12% of the total workforce.
- Increased completion rate of diversity data to 90% across all areas including socioeconomic background.

*Excluding white minority backgrounds.

Given that the 2021 census data has seen significant changes, we will be reviewing our targets in 2024 in recognition of these changes and to ensure that we continue to challenge ourselves as much as possible to diversify our workforce.



We are seeing steady progress as a result of the focused efforts we have been making to diversify our workforce, with a gradual increase towards our targets.

In line with our 'open for all' strategy, we have sought to make our recruitment and selection practices more inclusive. We have trialled new and different methods of recruitment and selection to draw in wider talent pools from outside the sector and encourage transferable skills. This includes introducing ways of hiring for potential and not purely based on experience. We continue to challenge perceptions and drive improvements throughout the recruitment and selection process. To further build our inclusive culture we have introduced an inclusive management workshop to help improve the skills and confidence of our managers.

We have also begun to deliver a programme of work-based opportunities to enable a diverse range of people at all levels to gain experience of working in the sector – and ultimately build a talent pipeline. This has included our Trainee Digital Assistant Curators initiative, a positive action programme that aims to build curatorial skills fit for the future and find new ways to tell stories about our online collections for new audiences.

WHAT ARE WE DOING NEXT?

Our [Open for All Strategy 2022–25](#) continues to guide our work in the following ways:

1. Ensure accountability and transparency throughout our work by adopting a data-informed approach, measuring progress against our baseline, setting targets and reporting on our performance.
2. Use our profile as a national museum group to showcase the sector as a place for everyone through careers education and awareness, developing our employer brand to make our roles attractive to people who have not previously considered working in the culture sector.
3. Develop a programme of work-based opportunities to enable a diverse range of people at all levels to gain exposure to working in the sector.
4. Seek to re-scope a range of existing resourcing opportunities to create more entry routes into the Group as well as progression routes to grow internal talent, for example using apprenticeship, graduate and career changer programmes.
5. Change our recruitment and selection practices to be more inclusive, and trial different approaches to recruitment and selection to draw in new audiences and encourage transferable skills.

The strategy gives greater detail of our overall approach.

More specifically, for 2023/24 we are committed to developing the work opportunities programme. This includes the specific commitments:

- Hosting a positive action summer internship programme for 20 interns, working alongside the 10,000 Interns Foundation on its 10,000 Black Interns programme.
- Introducing a small number of early career opportunities which aim to create sustainable employment outcomes for our most diverse talent.

DETAIL

CENSUS DATA

In the last year the 2021 census data for England and Wales* has been published, and analysis of this data is gradually being released. This has been long awaited to enable us to compare Group data against more accurate, up-to-date demographic data, given that we aim to reflect our local communities. Since the previous census was published in 2011 demographic changes have included:

- 4.3% increase in ethnic minority populations (excluding white minorities) to 18.3% of the population.
- 1.7% decrease in people who consider themselves to have a disability to 17.8% of the population.
- Women made up 51.0% of the population (a modest increase from 50.8%) and men 49.0%.
- The median age increased by 1 year from 39 to 40.
- 2021 was the first year that the census asked a question about sexual orientation.

*We have chosen to compare against whole-population rather than working-age census data owing to limited data being available for further breakdowns, eg local demographics. We will refine our comparison data as further census analysis is released.

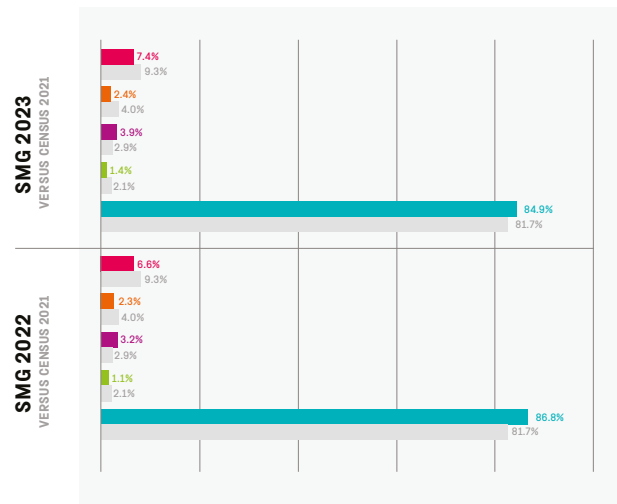
SCIENCE MUSEUM GROUP DATA

The data used in this report relates to Science Museum Group employees as at 31 March 2023, of which there were 1,262. The data does not include volunteers, which are covered in a separate report.

ETHNICITY

Of the 94.9% of Group employees who reported their ethnicity, 7.4% are Asian or Asian British, 2.4% are Black or Black British, 3.9% are mixed, 70.6% are white British, 14.3% are white minorities and 1.4% reported other.

Though the ethnic diversity of employees has increased since the previous year, the increase in ethnic minority representation in the 2021 census means we now fall behind the population for England and Wales as a whole (Office for National Statistics, 2021 census). We also know that representation differs significantly when our individual sites' demographics are compared with local demographics.



ETHNICITY FOR SCIENCE MUSEUM GROUP (SMG) 2022-2023 VERSUS CENSUS 2021

- ASIAN/ASIAN BRITISH
- BLACK/BLACK BRITISH
- MIXED
- OTHER
- WHITE

ETHNICITY AND LOCATION

We continue to focus our efforts on the sites where we hope to make most change, given the local demographics. We will therefore focus on the Science Museum in London, the Science and Industry Museum in Manchester, and the National Science and Media Museum in Bradford.

Our highest level of employees from ethnic minority backgrounds is at the Science Museum in London (23.1%), and while this is above the figure for the population in England and Wales of 18.3% it is still some way below the London 2021 census figure (46.2%).

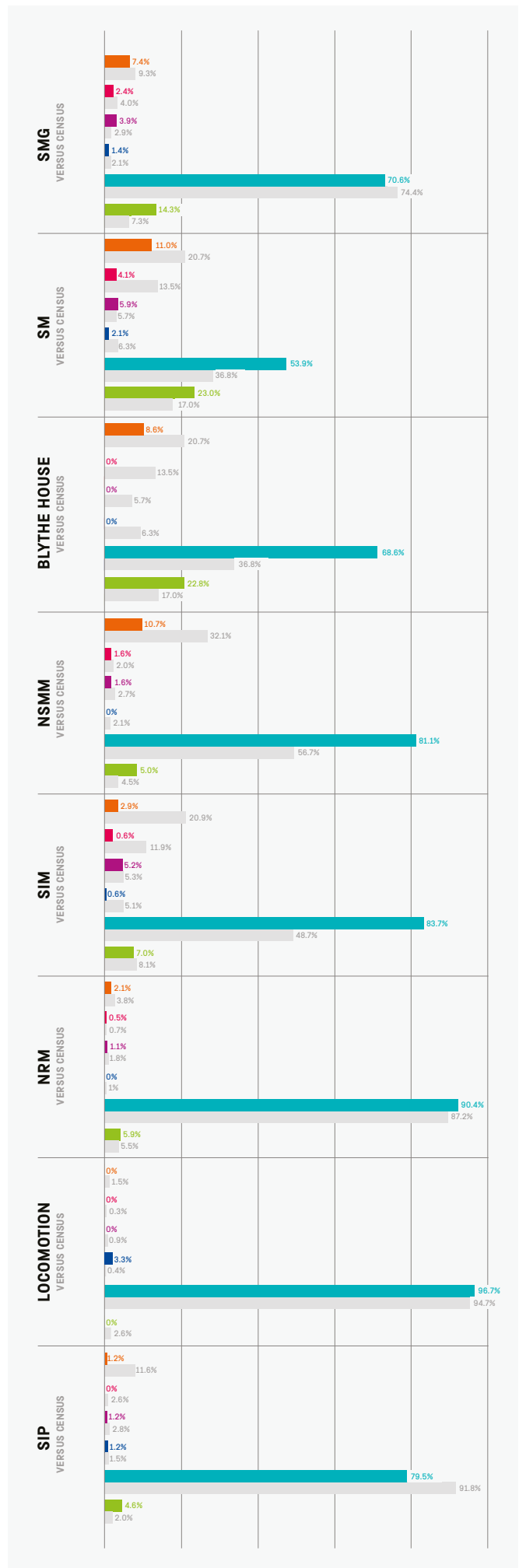
The table below shows ethnicity for Group sites (31 March 2023) versus local demographics (2021 census). Percentages shown are of the 94.9% of employees that reported their ethnicity – 2.5% preferred not to say and we hold no data for 2.6%.

Census data used:

- Science Museum Group (SMG) – England and Wales
- Science Museum (SM) and Blythe House – Greater London (33 higher-tier local authorities)
- National Science and Media Museum (NSMM) – Bradford Metropolitan District
- Science and Industry Museum (SIM) – Manchester Local Authority District
- National Railway Museum (NRM) – York Unitary Authority
- Locomotion – County Durham Unitary Authority
- Science and Innovation Park (SIP) – Swindon Unitary Authority

ETHNICITY FOR SCIENCE MUSEUM GROUP (SMG) 2022/23 VERSUS CENSUS 2021

- ASIAN/ASIAN BRITISH
- BLACK/BLACK BRITISH
- MIXED
- OTHER
- WHITE
- WHITE MINORITIES



ETHNICITY AND JOB LEVEL

Employees who are from an ethnic minority background at the Science Museum Group are more likely to be in a junior role and, in general, the percentage of employees from ethnic minority backgrounds decreases the more senior the role level.

However, this is not true for our senior leadership, where we have a higher percentage of Asian or Asian British background than the UK national average.

Although we think this is a good first step in addressing diversity at our most senior levels, we know there is more to do to ensure this filters throughout all levels in the organisation. We therefore have a specific aim to address ethnic diversity at middle and senior management levels – where so many vital decisions are made across the Group.

ETHNICITY AND JOB FUNCTION

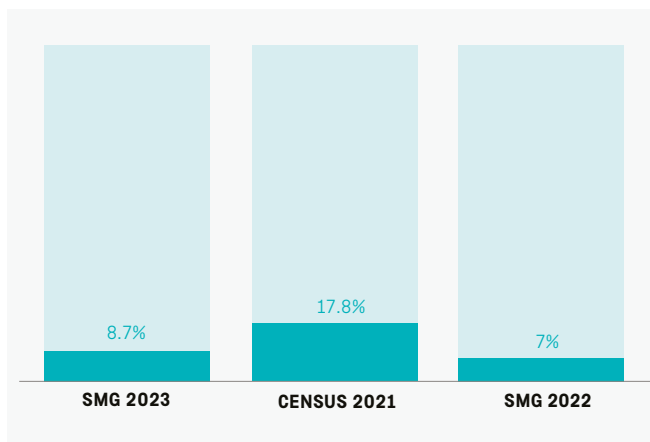
Research by Arts Council England has found that the museum sector has the lowest representation of employees from ethnic minority backgrounds out of all the arts disciplines at just 7%. Although the Science Museum Group's figures are higher than this, we aim to be representative of our local communities.

Perhaps unsurprisingly, museum-specific roles (for example curatorial or collections-based roles) have the lowest percentage of employees from ethnic minority backgrounds, while the highest representation is in our support functions.

Though we are working to apply inclusive recruitment practices across all roles in the Group, we are planning a range of specific work-based opportunities aimed at increasing the numbers of candidates from ethnic minority backgrounds who are able to experience our museum-specific roles.

DISABILITY

In 2023, 92.4% of our colleagues reported on disability. At the point of collection we introduced an updated definition for disability to better explain what this covers, as defined in the Equality Act 2010.

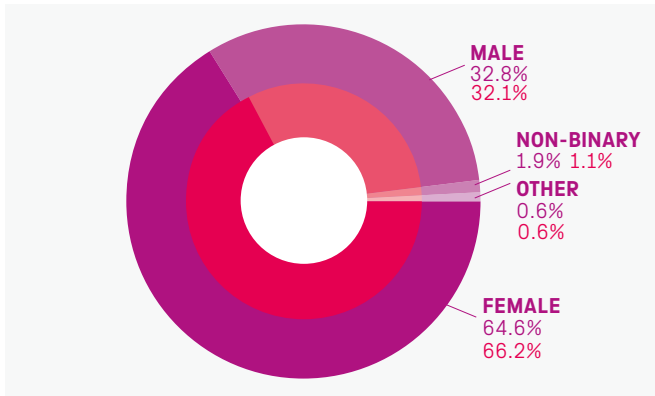


Overall, only 8.7% of Science Museum Group (SMG) employees reported that they consider themselves to have a disability. This is significantly below the 17.8% reported in the 2021 census.

In the last year we have seen a small increase in the proportion of our workforce who consider themselves to have a disability. Although this is only a modest increase, we are working hard to ensure that we consider the environment and requirements our employees may need. We aim to increase this further next year by taking a targeted approach to specific sites and teams.

GENDER IDENTITY

In addition to asking a question about sex, in line with the census, we ask our colleagues a question on gender identity. In 2023, 90% of colleagues reported on gender identity, with 1% preferring not to say and 9% not disclosing any data. This is an improvement on the previous year.



■ 2023
■ 2022

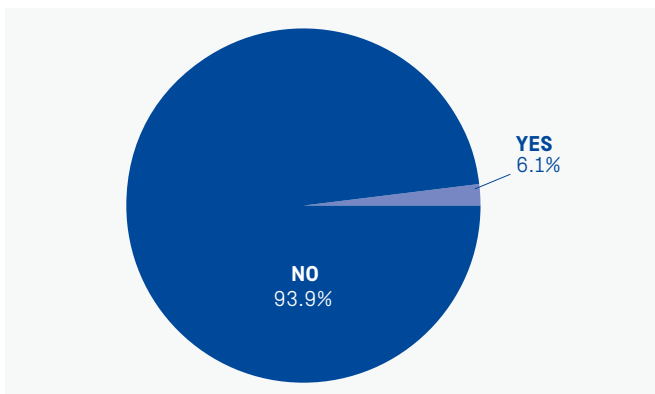
Of the 90% of colleagues who reported their gender identity, 64.6% are women and 1.9% reported as non-binary. This is largely consistent across different job levels and is in line with wider sector representation.

Over the last year we have seen a reduction in the proportion of females. There has been an increase in the proportion of males and those who consider themselves non-binary.

DIFFERENT GENDER TO THAT ASSIGNED AT BIRTH

We asked employees if they identify as a different gender to that assigned at birth: 96.6% of colleagues responded, 1.5% preferred not to say and we hold no data for 1.9%.

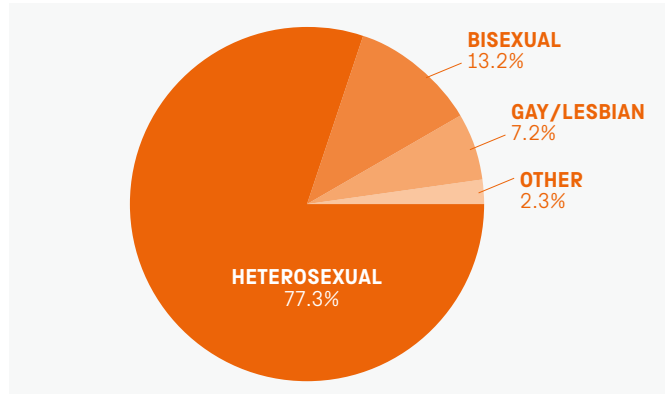
Of the 96.6% of colleagues who chose to respond, 6.1% answered yes:



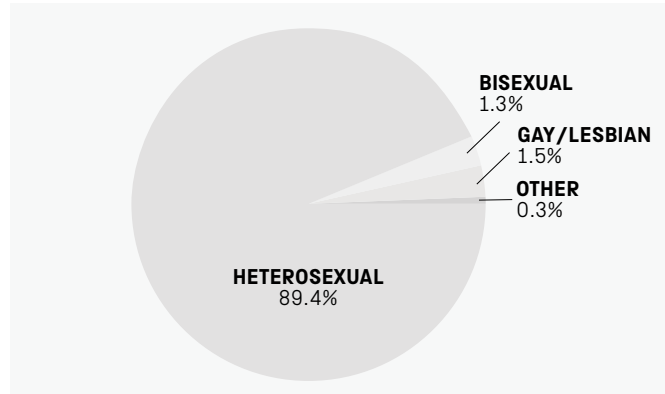
SEXUAL ORIENTATION

In 2023, 83.5% of employees reported their sexual orientation, which is higher than the previous year (79.3%). Of those who reported, 7.2% say that they are gay or lesbian, 13.2% say they are bisexual, 77.3% say that they are heterosexual and 2.3% recorded their sexual orientation as other.

SCIENCE MUSEUM GROUP 2023



CENSUS 2021



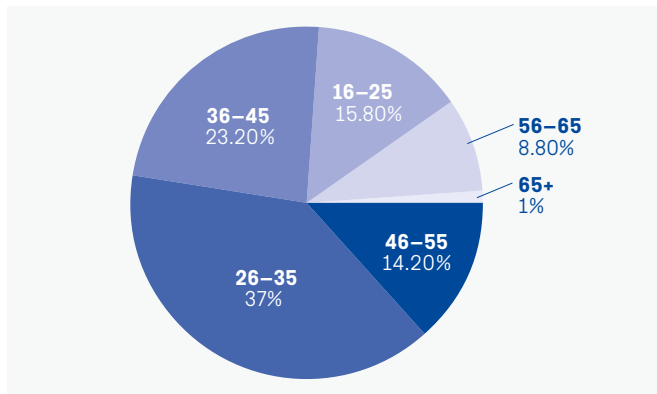
*2021 was the first year that the census asked a question about sexual orientation.

The Science Museum Group has greater representation of LGBTQ+ employees compared with the 2021 census figures. This representation has increased further over the last year.

AGE

The mean age of Science Museum Group employees is 37 years and the median age is 35 years. Over half of our employees are aged 16–35 and over three-quarters are aged 16–45.

We know that the general UK workforce is ageing: a third of all UK workers are now aged over 50 (Centre for Ageing Better). The Group has only 9.8% of employees aged 56 or over. We will be concentrating on our policies and practices to support older workers, while ensuring our employee experience caters to all age groups.

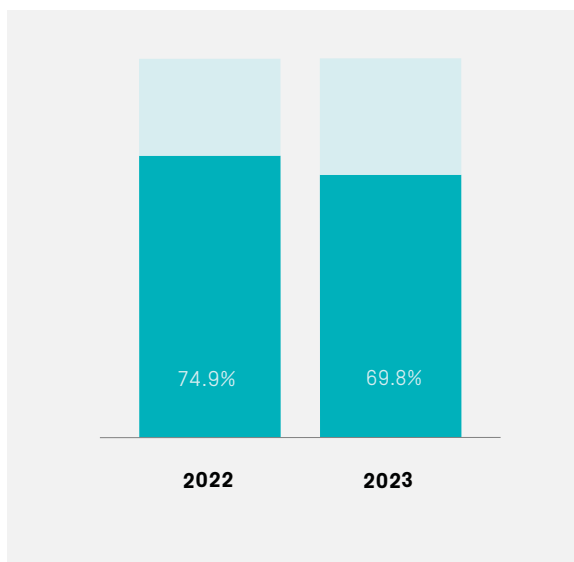


SOCIOECONOMIC BACKGROUND

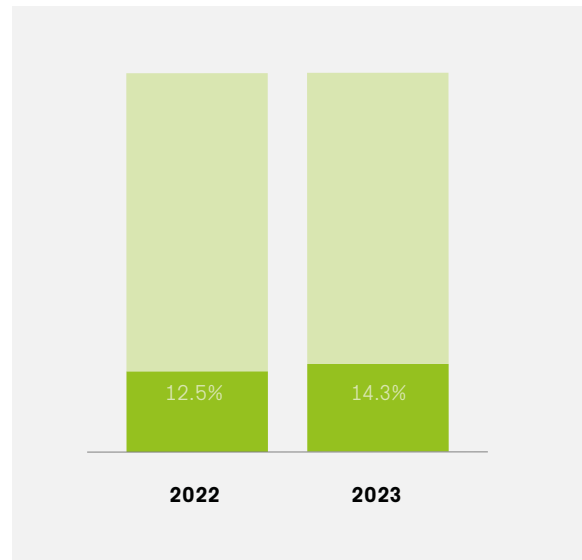
The completion rate for these questions has increased compared with the previous year (an average of 81% disclosure across the four questions in 2023 versus 77% in 2022).

In all but one of the questions we can see an increase in the proportion of the workforce identifying in the lower socioeconomic categories.

RESPONDENTS WHO ATTENDED A STATE-RUN SCHOOL

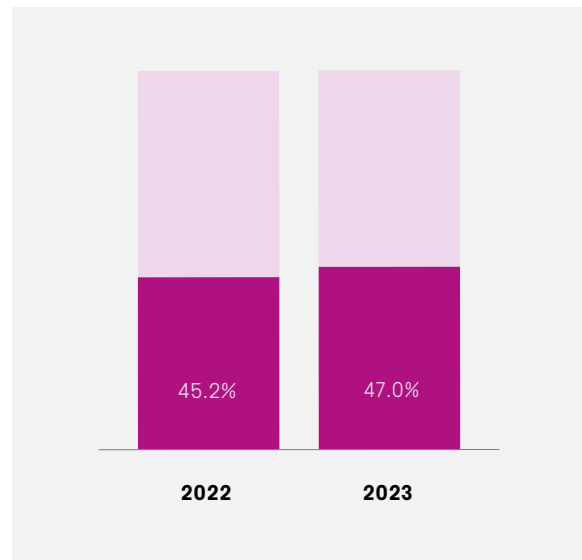


RESPONDENTS WHO WERE ELIGIBLE FOR FREE SCHOOL MEALS*

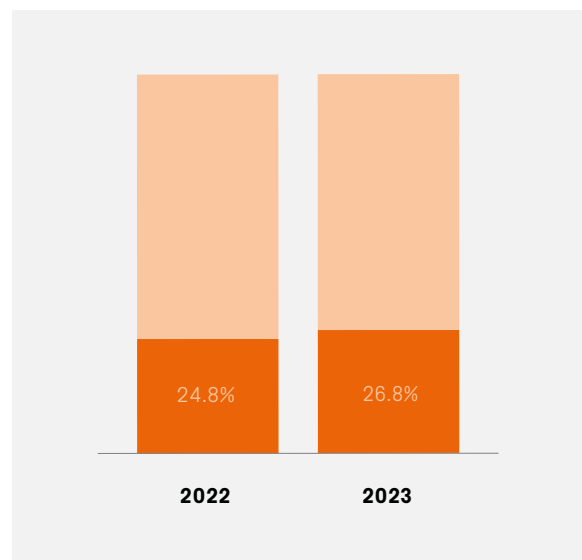


*This question is only relevant to individuals who finished school after 1980.

RESPONDENTS WHO HAD PARENTS THAT DID NOT ATTEND UNIVERSITY

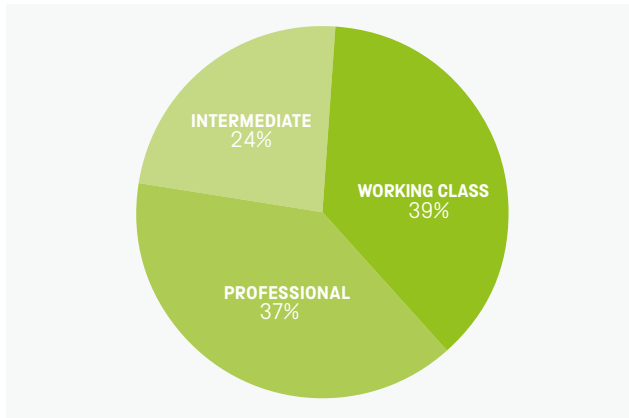


RESPONDENTS WHOSE PARENTS WERE IN AN OCCUPATION ASSOCIATED WITH A LOWER SOCIOECONOMIC BACKGROUND



The Social Mobility Commission identifies that, out of the four questions above, the question on parental occupation at age 14 is the key indicator for employers to use, as it provides a distribution of different socioeconomic background groups.

The national benchmark: socioeconomic background of the overall UK workforce aged 16+ (Social Mobility Commission, May 2021)



The proportion of Science Museum Group employees in the lowest socioeconomic category (working class) at 26.8% is still below the national benchmark of 39% and we still have work to do in this area.