

**SCIENCE
MUSEUM
GROUP**

**SMG WORKFORCE
DEMOGRAPHICS**

JULY 2022

SMG 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 growing 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 at 31 March 2022, show that 13.3% of SMG employees are from ethnic minority backgrounds (excluding white minority background) and 7% consider themselves to be disabled.

Employees from an ethnic minority background (excluding white minority background) are underrepresented compared to the wider UK working age population (14.4% according to 2011 census data). This under representation becomes more stark when you look at regional differences.

Disabled employees are particularly underrepresented when compared to the wider UK working age population (20% as at March 2022).

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

Nearly a quarter (24.8%) of employees are from lower socio-economic backgrounds. Whilst this is representative of the sector, it is not reflective of the wider UK population, thought to be around 35%.

SMG does not have a gender balance; 66.2% of our employees are women and 1.1% are non-binary. We do, however, have high levels of LGB representation at 16% of employees compared to 3.1% of UK working age population (ONS Annual Population Survey 2020).

DIVERSIFYING OUR WORKFORCE: TAKING ACTION

WHAT HAVE WE DONE SO FAR?

SMG carried out a large data collection exercise in 2021, taking the opportunity to update diversity questions and introduce additional questions on socio-economic background and gender identity. This was an important step in improving our baseline data which then allowed us to prioritise action.

Prior to this, our work has been focussed on establishing a governance framework for our work while establishing our senior leadership commitment and strategic intent for this work, and has included:

- Establishing an Open For All steering group, as well as local groups at each site
- Developing an Open for All strategy across four pillars, two of which focus on our people and culture
- Undertaking a diversity and inclusion audit of our recruitment processes to de-bias decision making as much as possible
- Building education and awareness through introducing an I&D curriculum

WHAT ARE WE DOING NEXT?

Analysing our workforce demographics has enabled us to set Group-wide, overarching targets. By 2026 we aim to have:

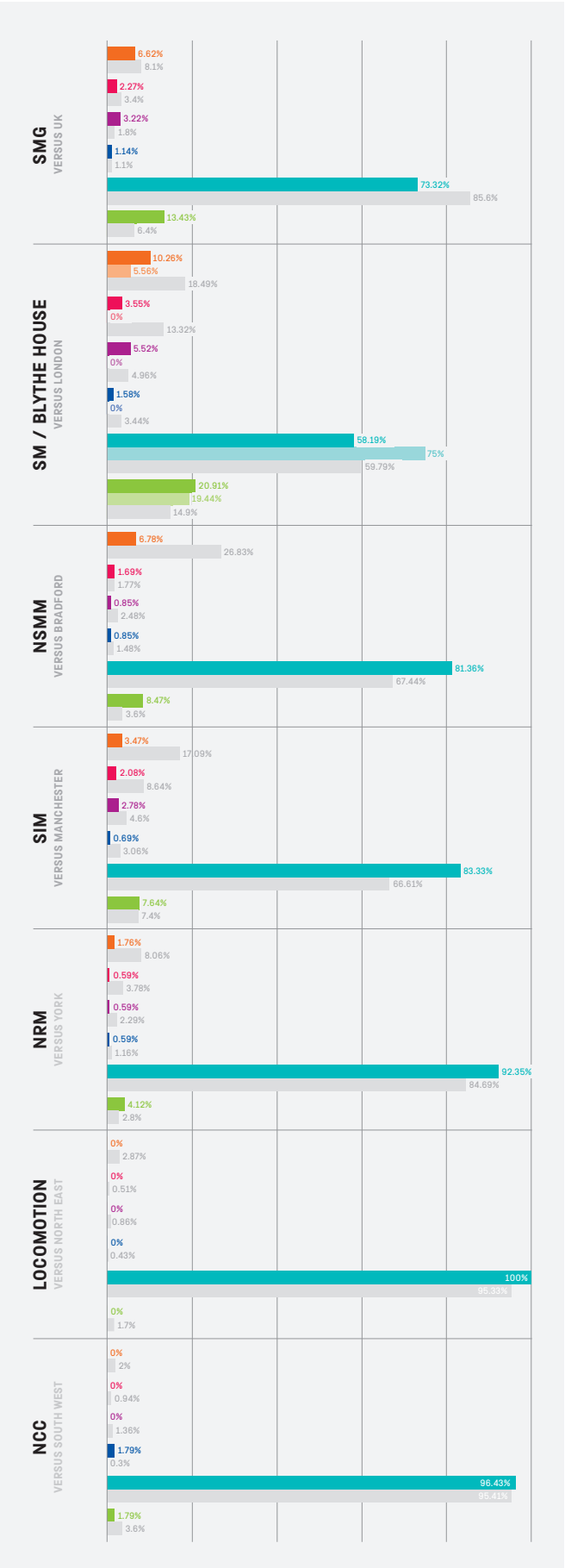
- Increased ethnic minority representation to at least 20% of total workforce
- Increased disability representation to at least 12% of total workforce
- Increased completion rate of diversity data to 90% across all areas including socio economic background

We aim to achieve this through the following approaches:

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 haven't 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 rescope a range of existing resourcing opportunities to create more entry routes into SMG 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.

Our **Open For All Strategy 2022–25** gives greater detail of our overall approach.

DETAIL



ETHNICITY

95% of SMG employees reported their ethnicity. Of those who did, 6.6% are Asian or Asian British, 2.3% are Black or Black British, 3.2% are Mixed, 73.3% are White British, 13.4% are White minorities and 1.1% reported Other.

Whilst representation of employees from an ethnic minority background (excluding white minority background) for SMG as a whole (13.3%) is only slightly under the UK working Population (14.4%) we know that this differs significantly when you look at our individual sites compare with local demographics.

ETHNICITY AND LOCATION

Having analysed the data, we have made the decision 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 (SCM) in London, the Science and Industry Museum (SIM) in Manchester and the National Science and Media Museum (NSMM) in Bradford.

Our highest level of employees from ethnic minority backgrounds is at Science Museum in London (20.9%) and whilst this is above the UK working age population of 14.4% it is still some way from London census data (40.2%).

The graph opposite shows ethnicity for SMG sites (March 2022) versus local demographics (Census 2011). Percentages shown are of the 95% of employees that reported their identity – 5% preferred not to say.

ETHNICITY FOR SMG SITES (MAR 22) VERSUS LOCAL DEMOGRAPHICS (CENSUS 2011)

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

ETHNICITY AND JOB LEVEL

Employees who are from an ethnic minority background at SMG are more likely to be in a junior role and, in general, the percentage of employees from ethnic minority backgrounds reduces the more senior the role level. However, this is not true of our most senior level; Group Executive, where we have a higher percentage of Asian or Asian British background than the UK national average.

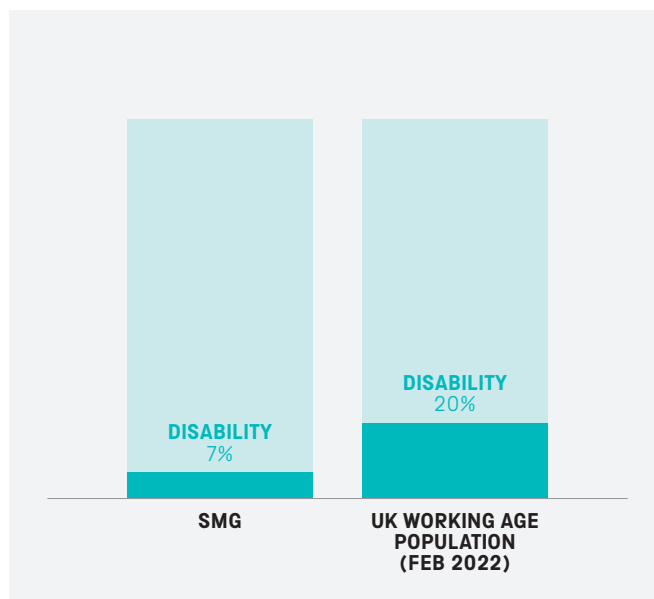
We think this is a good first step in addressing diversity at our most senior levels, but we know there is more to do to ensure this filters throughout all levels in the organisation. We therefore have a specific aim to address ethnic diversity at middle and senior management level – where so many vital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

ETHNICITY AND JOB FUNCTION

Research by the 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%. Whilst SMG'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 whilst the highest is in our support functions. Whilst we are working to apply inclusive recruitment practice across all roles in the Group, we are planning a range of specific work-based opportunities aimed at increasing candidates from ethnic minority backgrounds to experience our museum specific roles.

DISABILITY

93% 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 7% of SMG employees reported that they have a disability. This is significantly below the 20% of UK working age population who report a disability (DWP 2022 statistics).

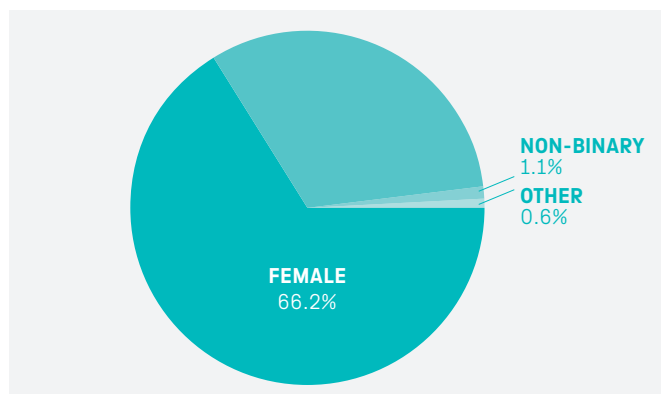
There are no particular trends around location or job function; there are consistently low rates, and we need to work across the board to improve disability levels.

There are fairly consistent levels of disability across the different job levels apart from at our most senior level, Group Executive, where we have no disability.

Work to increase the levels of disabled employees will focus on our recruitment practices that apply to all locations, functions and levels as well as the continued work on accessibility; creating places that are open for everyone (one of the four pillars of our Open For All Strategy).

GENDER IDENTITY

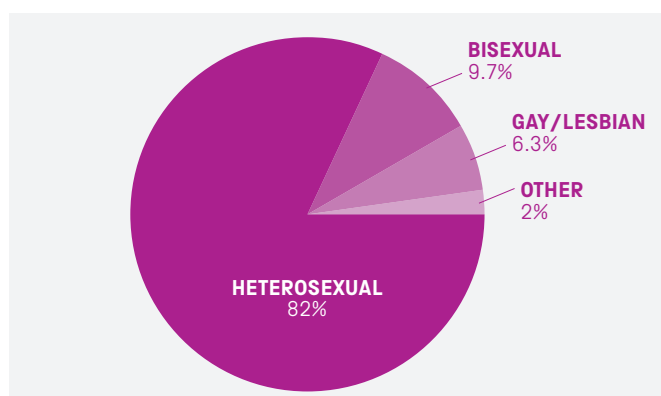
In addition to asking a question about sex, in line with the census, SMG has chosen to introduce a question on gender identity. 82% of our colleagues reported on gender identity, with 18% preferring not to say.



Of the 82% of colleagues who reported gender identity, 66.2% of our employees are women and 1.1% reported as non-binary. This is largely consistent across the different job levels and is in line with the wider sector representation. Some of our departments have targeted work to do to even out the gender balance. Our gender pay gap report can be found [here](#).

SEXUAL ORIENTATION

75.4% of employees reported their sexual orientation which is a lower response rate than for other diversity questions. Research in the UK in general has found that typically 35% of LGBT workers choose not to disclose their sexuality (Government Equalities Office).

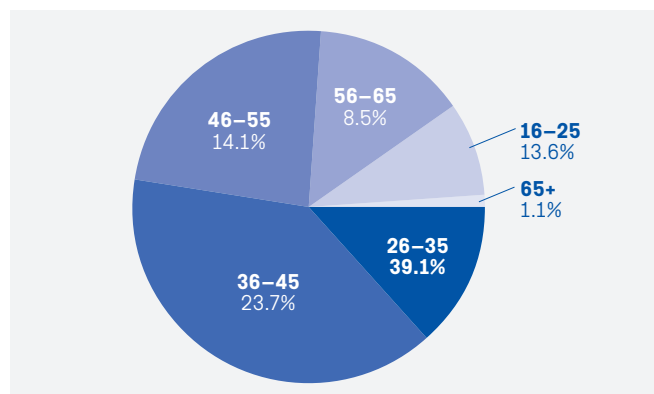


Of those who reported, 6.3% say that they are gay or lesbian, 9.7% say they are bisexual, 82% say that they are heterosexual and 2% recorded their sexual orientation as other.

SMG's LGB representation is 16% which is significantly higher than that of the UK working age population which was 3.1% in 2020 (ONS Annual Population Survey 2020). It is also significantly higher than the sector average; Arts Council England has found that LGB representation for the museum sector is only 4%.

AGE

The mean age of SMG employees is 36.4 years and the median age is 34 years. Over half of our employees are aged 16–35 and over three quarters of our employees 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). At SMG we only have 24% of employees aged 56 and over. We will be concentrating on our policies and practices to support older workers, while ensuring our employee experience caters to all age groups.

SOCIO-ECONOMIC BACKGROUND

This is the first time that SMG has asked questions on socio-economic background. In line with Government guidance, we have asked four main questions: the type of school attended, free school meal eligibility, whether a parent attended university and parent occupation.

Completion rate for these questions have been lower than other questions but with an average response rate of just over 70% across the four questions. Analysis of these results is therefore limited and we will continue to encourage completion to enable us to further analyse the findings.

From the data that we have, we can discern that:

- 74.9% of respondents attended a state-run school
- 12.5% of respondents were eligible for free school meals*
- 45.2% of respondents had parents that did not attend university
- 24.8% of respondents' parents were in an occupation from a lower socio economic background.

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