Icon Board of Trustees
Diversity Survey, June 2022

Introduction

Icon defines diversity as characteristics which connect and separate individuals and groups. Inclusion is working without discrimination to ensure our behaviour and actions are equitable. The characteristics we refer to when we talk about diversity include those where direct or indirect discrimination is illegal. These are called Protected Characteristics: Age; Religion and Belief; Race; Disability; Sex; Sexual orientation; Pregnancy and Maternity; Marriage and Civil Partnership; Gender reassignment.

Based on the evidence we collected from members our proposed definition for Icon also includes socioeconomic background and status; ethnicity; regional and local identities (including accents); and the wider LGBT+ community (which is defined as anyone who self identifies as being part of the wider LGBT+ community including for example non-binary, pansexual, polyamorous, intersex).

The Board of Trustees completed a diversity monitoring questionnaire in May 2022 to understand its own composition. The following report details the key findings of this review.

Benchmarking / Comparison

The results presented through this survey have been compared the results from the wider Membership which were gathered through the 2022 membership survey, alongside:

- Profession specific data taken from Standard Occupational Classification (SOC) code '2452 Archivists and curators' which includes representation from those working in the conservation profession, alongside other positions in the broader heritage sector.
- National statistics for England, Wales and Northern Ireland.

A: Age

The survey asked members to report their year of birth. For the purpose of comparison to recognised data sources this has been converted to age.

Average age, Icon Board of Trustees – 52.8
Average age, Membership - 49.07
Average age, SOC 2452 - 41 (Estimate)

	Icon Board	Membership	SOC 2452
16-19	0.00%	0.00%	0.00%
20-24	0.00%	1.02%	13.50%
25-29	0.00%	4.47%	16.40%
30-34	7.69%	6.30%	14.90%
35-39	7.69%	10.37%	11.83%
40-44	15.38%	10.98%	4.60%
45-49	15.38%	9.15%	8.51%
50-54	15.38%	9.35%	3.48%
55-59	7.69%	10.16%	11.52%
60-64	7.69%	9.35%	3.55%
65-69	7.69%	7.72%	9.80%
70+	15.38%	4.88%	1.91%
Prefer not to say	0.00%	16.26%	-

B: Disability

Do you consider yourself to have a disability according to the terms given in the DDA?

	Icon Board	Membership
Yes	23.08%	10.32%
No	76.92%	88.00%
Prefer not to say	0.00%	1.68%

If you answered yes, does your disability impact your work?

	Icon Board	Membership
No, not at all	33.33%	13.33%
Very slightly/sometimes	33.33%	61.67%
Significantly/frequently	33.33%	20.00%
Very severely/constantly	0.00%	5.00%

C: Ethnic Group

Asian, Asian British, Asian English, Asian Scottish, Asian Welsh or Asian Irish

	Icon Board	Membership
Bangladeshi	0.00%	0.00%
Chinese	0.00%	0.22%
Indian	0.00%	0.22%
Pakistani	0.00%	0.00%
Other Asian Background	0.00%	2.37%

Black, Black British, Black English, Black Scottish, Black, Welsh or Black Irish, Caribbean or African

	Icon Board	Membership
African	0.00%	0.00%
Caribbean	0.00%	0.00%
Other Black, Black British or Caribbean Background	0.00%	0.86%

Mixed or Multiple ethnic groups

	Icon Board	Membership
White & Black African	0.00%	0.00%
White & Black Caribbean	0.00%	0.00%
White & Asian	0.00%	0.43%
Other Mixed Background	0.00%	1.72%

White

	Icon Board	Membership
White - English, Welsh, Scottish, Northern Irish or British	69.23%	61.85%
White - Roma	0.00%	0.65%
White - Irish	0.00%	1.94%
White - Gypsy or Irish traveller	0.00%	0.00%
Other White background	30.77%	28.45%

Other ethnic group

	Icon Board	Membership
Arab	0.00%	0.65%
Any other ethnic group	0.00%	0.65%
Prefer not to say	0.00%	0.00%

Information presented on the ethnic breakdown of the UK population as a whole are collected and presented differently across each nation. As such, we have presented the aggregated statistics for each classification identified above.

	Icon Board	Membership	UK Wide
Asian, Asian British, Asian English, Asian Scottish, Asian Welsh or Asian Irish	0.00%	2.80%	6.92%
Black, Black British, Black English, Black Scottish, Black, Welsh or Black Irish, Caribbean or African	0.00%	0.86%	3.01%
Mixed or Multiple ethnic groups	0.00%	2.16%	1.98%
White	100.00%	92.89%	87.17%
Other ethnic group	0.00%	1.29%	0.92%
Prefer not to say	0.00%	0.00%	0.00%

D: Sex and Gender

What is your biological sex?

	Icon Board	Membership	ONS SOC 2452
Male	38.46%	19.56%	28%
Female	61.54%	79.34%	72%
Intersex	0.00%	0.00%	NA
Prefer not to say	0.00%	1.10%	NA
Other (Please self-describe if you wish)	0.00%	0.00%	NA

What is your gender?

Information on gender identity is not available through any government statistics authority, as such, data has solely been compared to the Membership survey.

	Icon Board	Membership
Agender	0.00%	0.89%
Bigender	0.00%	0.00%
Female	53.85%	76.72%
Gender fluid	0.00%	0.22%
Genderqueer	0.00%	0.67%
Male	30.77%	19.73%
Prefer not to say	15.38%	1.33%

Do you identify as transgender?

	Icon Board	Membership
Yes	0.00%	0.47%
No	92.31%	98.10%
Prefer not to say	7.69%	0.95%
Other	0.00%	0.48%

E: Religion or belief

What is your religion or belief?

	Icon Board	Membership
Buddhist	0.00%	1.55%
Christian	23.08%	31.70%
Hindu	0.00%	0.00%
Jewish	7.69%	0.22%
Muslim	0.00%	0.44%
Sikh	0.00%	0.00%
No religion	46.15%	57.65%
Prefer not to say	15.38%	5.32%
Other	7.69%	3.12%

F: Sexual Orientation

What is your sexual orientation?

	Icon Board	Membership
Asexual	0.00%	2.74%
Bisexual	7.69%	6.85%
Gay man	7.69%	1.37%
Heterosexual/straight	61.54%	75.80%
Lesbian/Gay woman	7.69%	2.28%
Pansexual	0.00%	1.83%
Prefer not to say	15.38%	7.99%
Other	0.00%	1.14%

G: Languages

What is your main language?

	Icon Board	Membership
Afrikaans	0.00%	0.22%
Arabic	0.00%	0.22%
Catalan	0.00%	0.22%
Chinese	0.00%	0.22%
Czech	0.00%	0.22%
Danish	0.00%	0.22%
Dutch	0.00%	0.89%
English	100.00%	83.33%
Filipino	0.00%	0.22%
Finnish	0.00%	0.22%
Flemish	0.00%	0.22%
French	0.00%	1.78%
German	0.00%	2.00%
Greek	0.00%	0.44%
Icelandic	0.00%	0.22%
Italian	0.00%	1.78%
Japanese	0.00%	0.89%
Maltese	0.00%	0.22%
Norwegian	0.00%	0.89%
Polish	0.00%	1.11%
Portuguese	0.00%	1.33%
Romanian	0.00%	0.22%
Russian	0.00%	0.22%
Scots	0.00%	0.22%
Serbian	0.00%	0.44%
Slovak	0.00%	0.22%
Swedish	0.00%	0.89%
Turkish	0.00%	0.22%
Welsh	0.00%	0.67%

What other languages do you speak?

	Icon Board	Membership
Burmese	0.00%	0.22%
Cantonese	0.00%	0.22%
Catalan	0.00%	0.67%
Chinese	0.00%	0.67%
Czech	0.00%	0.89%
Danish	7.69%	1.33%
Dutch	0.00%	1.78%
English	0.00%	16.44%
French	23.08%	32.89%
Gaelic	0.00%	0.44%
Gallego	0.00%	0.22%
German	15.38%	13.11%
Greek	0.00%	0.89%
Gujarati	0.00%	0.22%

Hindi	0.00%	0.22%
Indonesian	0.00%	0.22%
Irish	0.00%	0.67%
Italian	0.00%	11.11%
Japanese	0.00%	1.78%
Korean	0.00%	0.22%
Latvian	0.00%	0.22%
Malay	0.00%	0.22%
Mandarin	0.00%	0.22%
Māori	0.00%	0.44%
Norwegian	0.00%	0.89%
Polish	7.69%	0.22%
Portuguese	0.00%	0.89%
Russian	0.00%	0.89%
Spanish	7.69%	0.00%
Sign Language	0.00%	0.22%
Slovak	0.00%	0.22%
Swedish	0.00%	1.33%
Turkish	0.00%	0.67%
Urdu	0.00%	0.22%
Welsh	0.00%	2.00%

Which languages are used at your workplace?

	Icon Board	Membership
British Sign Language	0.00%	0.00%
Cantonese	0.00%	0.44%
Catalan	0.00%	0.22%
Chinese	0.00%	0.22%
Czech	0.00%	0.22%
Danish	0.00%	0.22%
Dutch	0.00%	0.67%
English	61.54%	81.56%
French	0.00%	2.22%
Gaelic	0.00%	0.67%
German	0.00%	1.56%
Greek	0.00%	0.22%
Gujrati	7.69%	0.00%
Irish	0.00%	0.22%
Italian	7.69%	1.56%
Japanese	0.00%	0.44%
Malay	0.00%	0.22%
Manx	0.00%	0.22%
Māori	0.00%	0.67%
Norwegian	0.00%	0.67%
Polish	7.69%	0.44%
Portuguese	0.00%	0.89%
Scots	0.00%	0.44%
Serbian	0.00%	0.44%
Swedish	0.00%	1.11%
Tamil	0.00%	0.22%

H: Socio-Economic Context

What type of school did you mainly attend between the ages of 11 and 16?

	Icon Board	Membership
State-run or state-funded school - selective on academic, faith or other grounds	25.00%	15.76%
State-run or state-funded school - non-selective	33.33%	34.12%
Independent or fee-paying school - bursary	8.33%	6.12%
Independent or fee-paying school - no bursary	25.00%	12.94%
Attended school outside the UK	16.67%	26.59%
Don't know	0.00%	0.00%
Prefer not to say	0.00%	0.47%
Other	0.00%	4.00%

What was your postcode age 14?

	Icon Board
East Midlands	0.00%
East of England	8.33%
London	16.67%
North East	8.33%
North West	0.00%
Northern Ireland	16.67%
Scotland	0.00%
South East	0.00%
South West	0.00%
Wales	0.00%
West Midlands	16.67%
Yorkshire & The Humber	0.00%
Prefer not to say	25.00%
Non-UK	8.33%

Occupations of guardians

What is the highest level of qualifications achieved by your parent(s) or guardian(s) by the time you were 18?

	Icon Board	Membership
At least one has a degree level qualification	53.85%	53.77%
Qualifications below degree level	30.77%	27.12%
No formal qualifications	15.38%	12.03%
Don't know	0.00%	1.42%
Not applicable	0.00%	0.71%
Prefer not to say	0.00%	0.47%
Other	0.00%	4.48%

Thinking back to when you were aged about 14, which best describes the sort of work the main/ highest income earner in your household did in their main job?

	Icon Board	Membership
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	30.77%	27.68%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	7.69%	19.57%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	23.08%	19.09%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	7.69%	11.93%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	0.00%	5.49%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	7.69%	4.30%
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	7.69%	3.58%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	15.38%	3.34%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0.00%	2.15%
Retired	0.00%	0.95%
Not applicable	0.00%	0.95%
Don't know	0.00%	0.48%
Prefer not to say	0.00%	0.48%

Thinking back to when you were aged about 14, did the main/highest income earner in your household work as an employee or self-employed?

	Icon Board	Membership
Employee	61.54%	77.01%
Self-employed with employees	38.46%	13.51%
Self-employed/freelancer without employees	0.00%	5.92%
Not working	0.00%	0.95%
Don't know	0.00%	0.24%
Not applicable	0.00%	1.66%
Prefer not to say	0.00%	0.71%

If the highest income earner in your household was employed when you were aged 14, how many people worked for their employer? If they were self-employed and employed other people, how many people did they employ

	Icon Board	Membership
1-24	15.38%	16.42%
25 or more	61.54%	59.56%
Don't know	15.38%	13.97%
Not applicable	0.00%	9.31%
Prefer not to say	7.69%	0.74%
Other	0.00%	0.00%

If the highest income earner in your household was employed when you were aged 14, did they supervise any other employees? A supervisor is responsible for overseeing the work of other employees on a day-to-day basis.

	Icon Board	Membership
Yes	69.23%	61.46%
No	0.00%	20.73%
Don't know	15.38%	11.22%
Not applicable	15.38%	5.85%
Prefer not to say	0.00%	0.73%

Are you a care leaver?

The Children (Leaving Care) Act 2000 which states that a Care Leaver is someone who has been in the care of the Local Authority for a period of 13 weeks or more spanning their 16th birthday.

	Icon Board	Membership
Yes	0.00%	0.00%
No	100.00%	100.00%
Prefer not to say	0.00%	0.00%

Free school meals

If you finished school after 1980, were you eligible for Free School Meals at any point during your school years? Free School Meals are a statutory benefit available to school-aged children from families who receive other qualifying benefits and who have been through the relevant registration process. It does not include those who receive meals at school through other means (e.g., boarding school).

	Icon Board	Membership
Yes	7.69%	7.19%
No	61.54%	41.43%
Not applicable*	23.08%	46.15%
Don't know	7.69%	4.46%
Prefer not to say	0.00%	0.74%

Finished school before 1980 or went to school overseas

Self-assessment of socio-economic background

Compared to people in general, would you describe yourself as coming from a lower socio-economic background?

	Icon Board	Membership
Yes	15.38%	15.20%
No	84.62%	74.35%
Don't know	0.00%	9.74%
Prefer not to say	0.00%	0.71%

I: Employment Status and Income

What is your current employment status?

	Icon Board	Membership
In training	0.00%	3.44%
Employed full time	38.46%	50.20%
Employed part time	15.38%	13.56%
Self-employed or freelance	23.08%	5.06%
On maternity or paternity leave	0.00%	0.61%
Retired	23.08%	2.63%
Unemployed	0.00%	3.64%
Other	0.00%	1.21%

What is your current job role?

	Icon Board	Membership
Director	38.46%	14.21%
Senior manager	30.77%	6.98%
Manager	7.69%	8.53%
Senior practitioner / technician or similar role	0.00%	28.68%
Practitioner / technician or similar role	7.69%	28.68%
Assistant or similar entry-level role	0.00%	6.72%
Trainee	0.00%	4.13%
Prefer not to say	15.38%	2.07%

What is your current salary or average annual income if you are self-employed?

	Icon Board	Membership
£9,999 and under	0.00%	3.24%
£10,000 to £14,999	0.00%	2.63%
£15,000 to £19,999	0.00%	3.44%
£20,000 to £24,999	7.69%	5.06%
£25,000 to £29,999	7.69%	8.30%
£30,000 to £34,999	0.00%	11.13%
£35,000 to £39,999	0.00%	5.47%
£40,000 to £44,999	15.38%	4.66%
£45,000 to £49,999	0.00%	1.42%
£50,000 to £54,999	0.00%	2.83%
£55,000 to £59,999	7.69%	0.81%
£60,000 to £64,999	0.00%	0.61%
£65,000 to £69,999	0.00%	0.00%
£70,000 and over	15.38%	0.81%
Prefer not to say	46.15%	49.60%

Are you from a combined income household or a sole earner?

	Icon Board	Membership
Combined income household	84.62%	54.05%
Sole earner	15.38%	24.90%
Prefer not to say	0.00%	21.05%