

# YOUTH MUSIC

## Staff and Board Demographic Data

UPDATED SEPTEMBER '22

PUBLISHED JANUARY '24

# Methodology

- In our recruitment process, we collect Equal Opportunities data from individuals applying for roles at Youth Music, including freelance positions, staff roles and board positions. We also conduct annual data collection with our staff team and Board of Trustees. We review our workforce data after each recruitment round, during bimonthly Managers meetings and annually as a staff team through the [IDEA Working Group](#).
- An aspect of our analysis is comparing our workforce to London Working Age population data, which helps us to understand which communities are underrepresented among both staff and trustees. To proactively address identified gaps, we regularly review our targets for future recruitment cycles. Each job pack is accompanied by a statement that encourages applications from members of specific backgrounds and communities, reflecting current need.
- The data within this report represents our staff team including the Board of Trustees. Read more about our Staff and Trustees [here on our website](#).

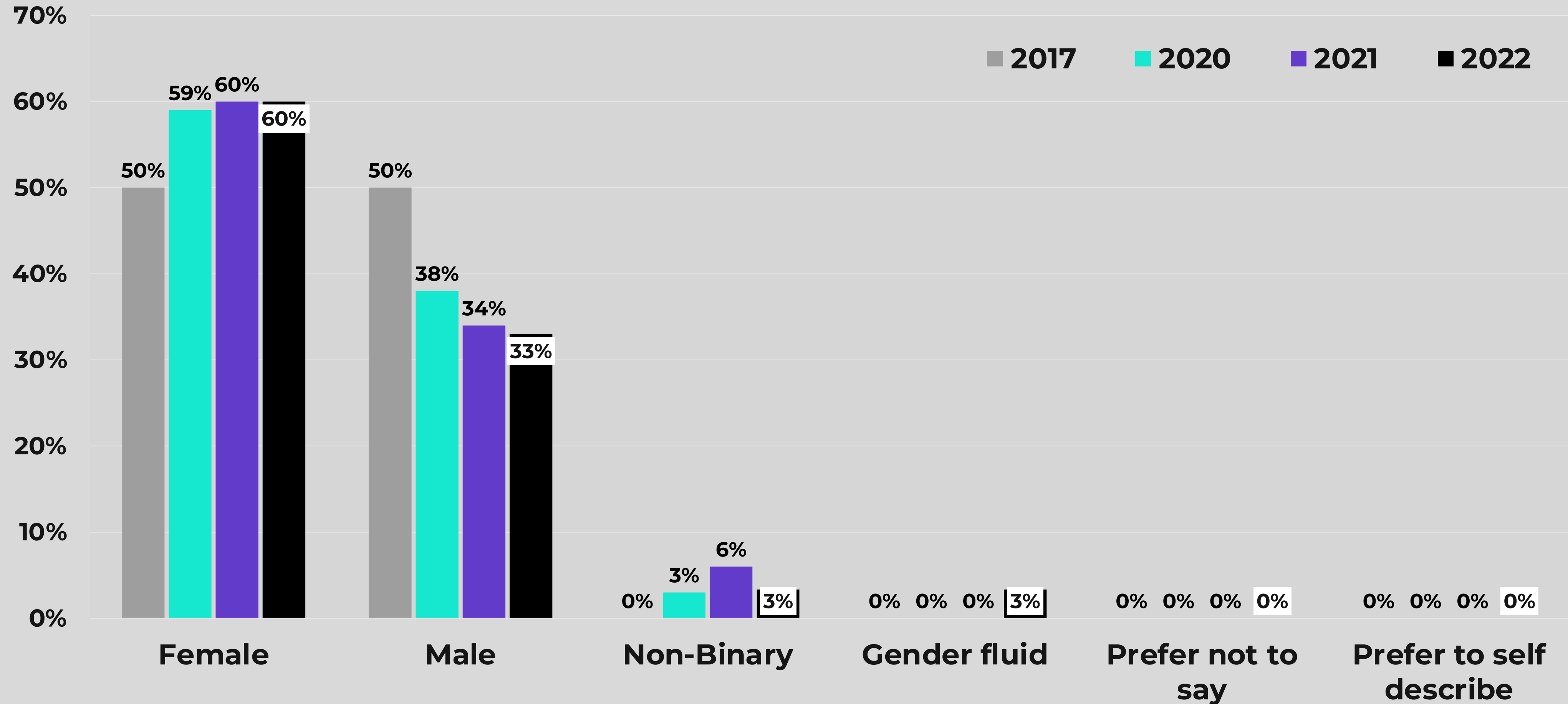
## Key findings

- Significant increase in the proportion of staff within the 25-34 age group, climbing 20% to 70%.
- Almost three quarters (73%) of the staff team are aged 34 or below.
- Overall decrease in staff members from the Global Majority (8% decrease). 2022 is the first year of data collection since 2017 that the staff team did not have representation of all ethnic groups as per the Census.
- Almost a quarter (23%) of staff identify as Disabled, the largest ever proportion recorded within the workforce.
- Nearly a third of staff (33%) consider themselves to be neurodivergent. This is over a 50% increase compared to 2021, and close to quadruple 2020's representation.

# Gender

Majority female staff team. No significant change overall.

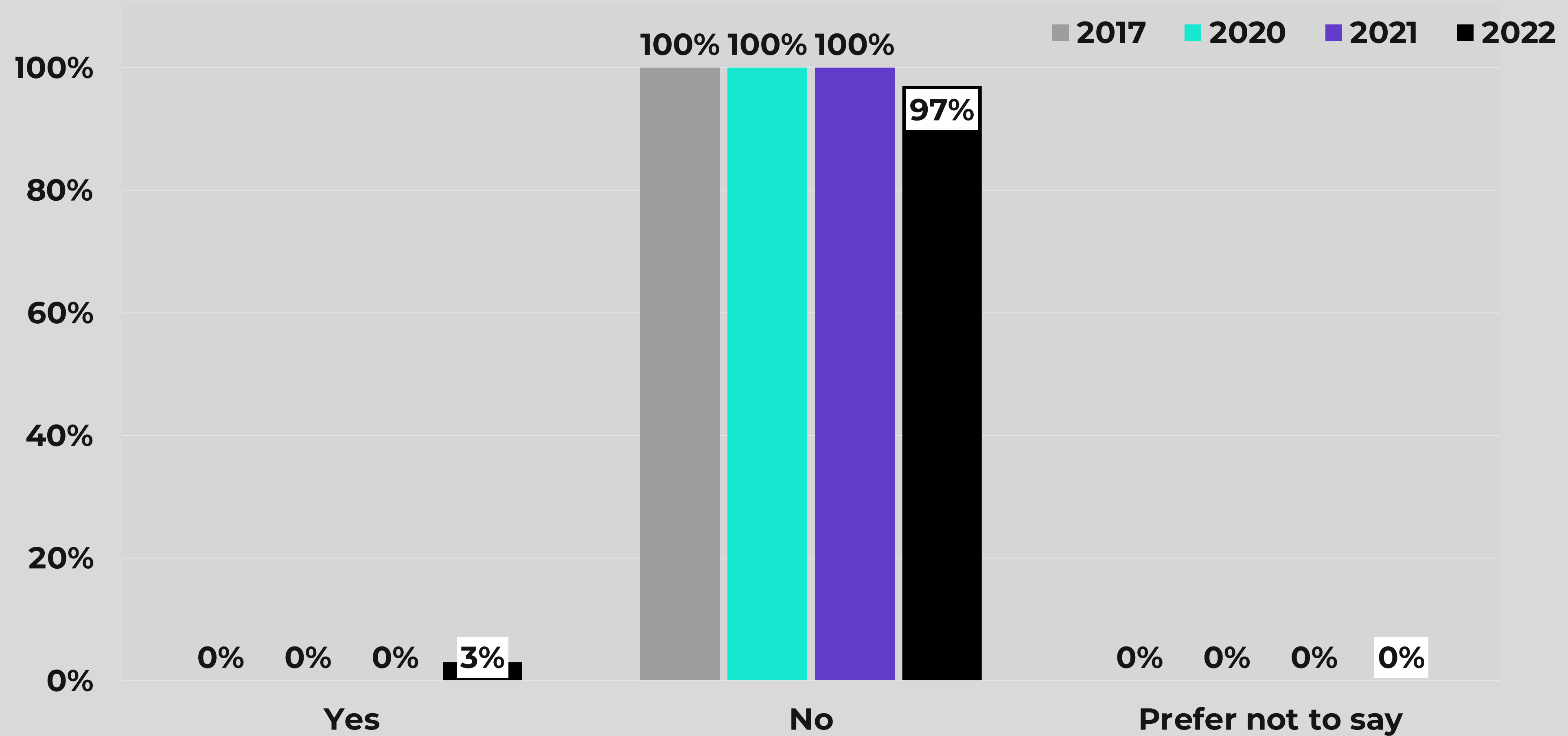
## Staff team Which of the following best describes you?



# Trans Status

No significant change overall.

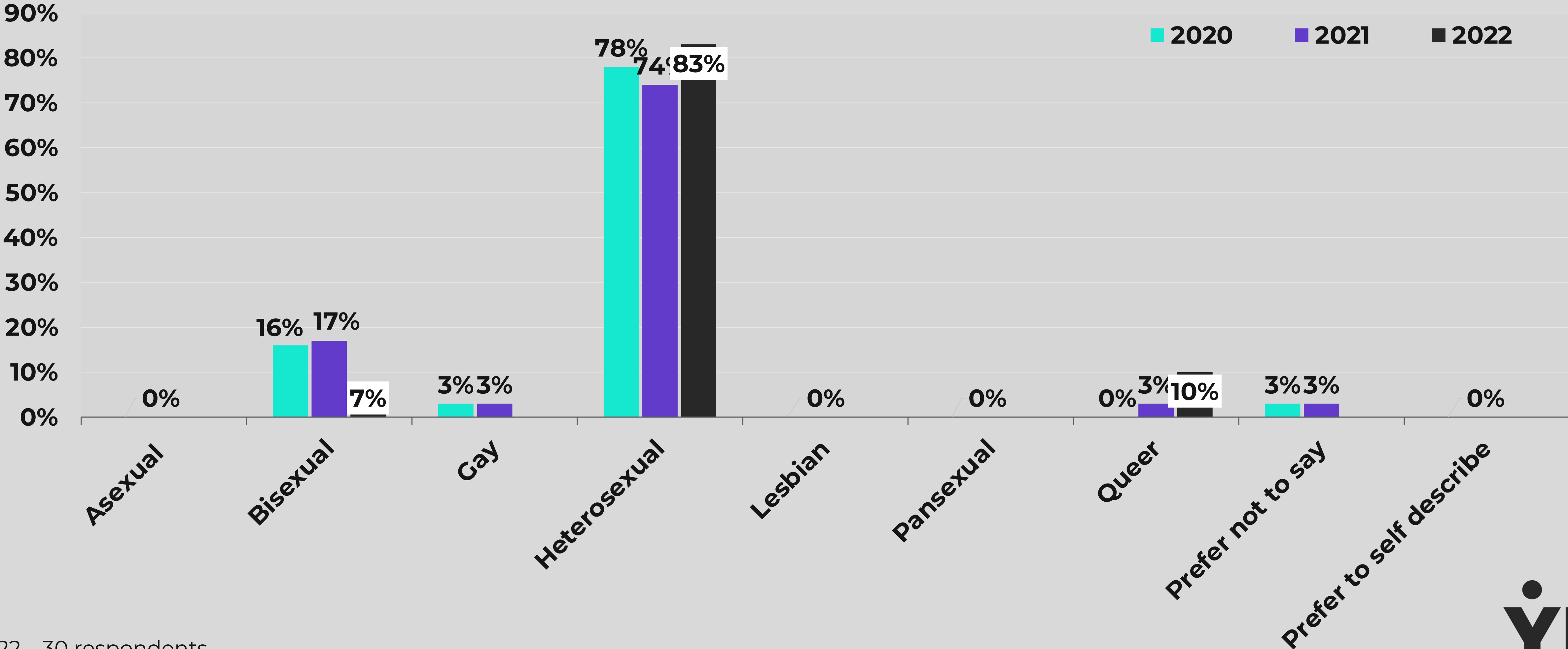
## Staff team Do you consider yourself to be Trans?



# Sexual Orientation

Increase in those identifying as heterosexual and queer, decline in those identifying as bisexual.

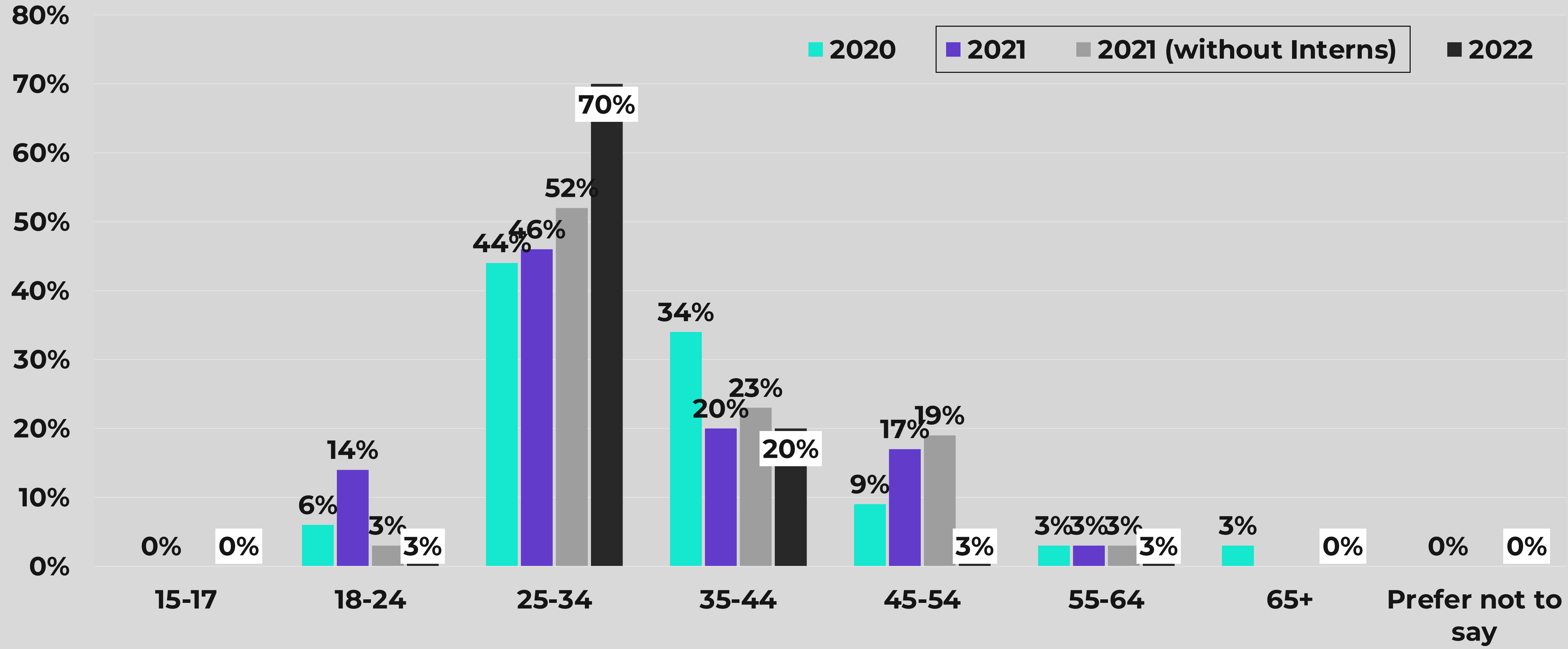
**Staff team** Which of the following best describes your sexual orientation?



# Age

70% between the 25 and 34 age bracket. Nearly three quarters of staff team are 34 and below.

## Staff team Which age bracket do you fit in?

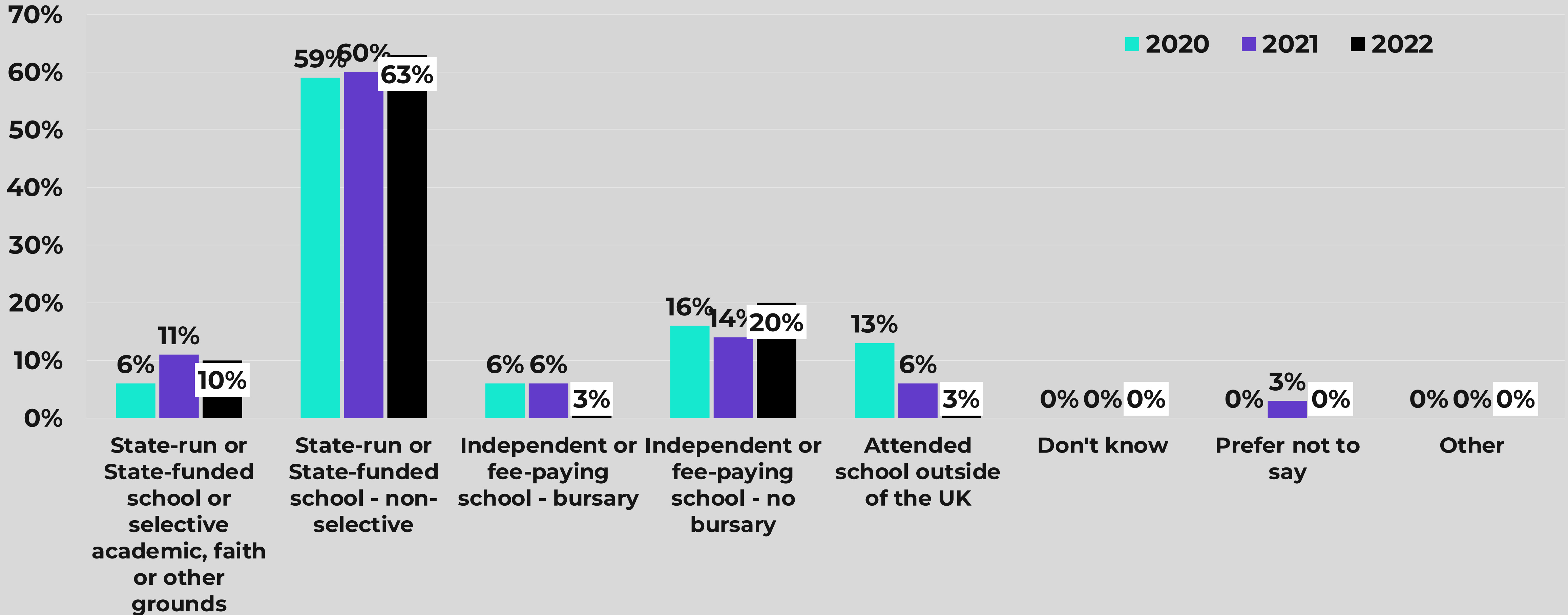




# Education (background)

Majority attended a state-run or funded school.

## Staff team What type of school did you mainly attend between the ages of 11-16?



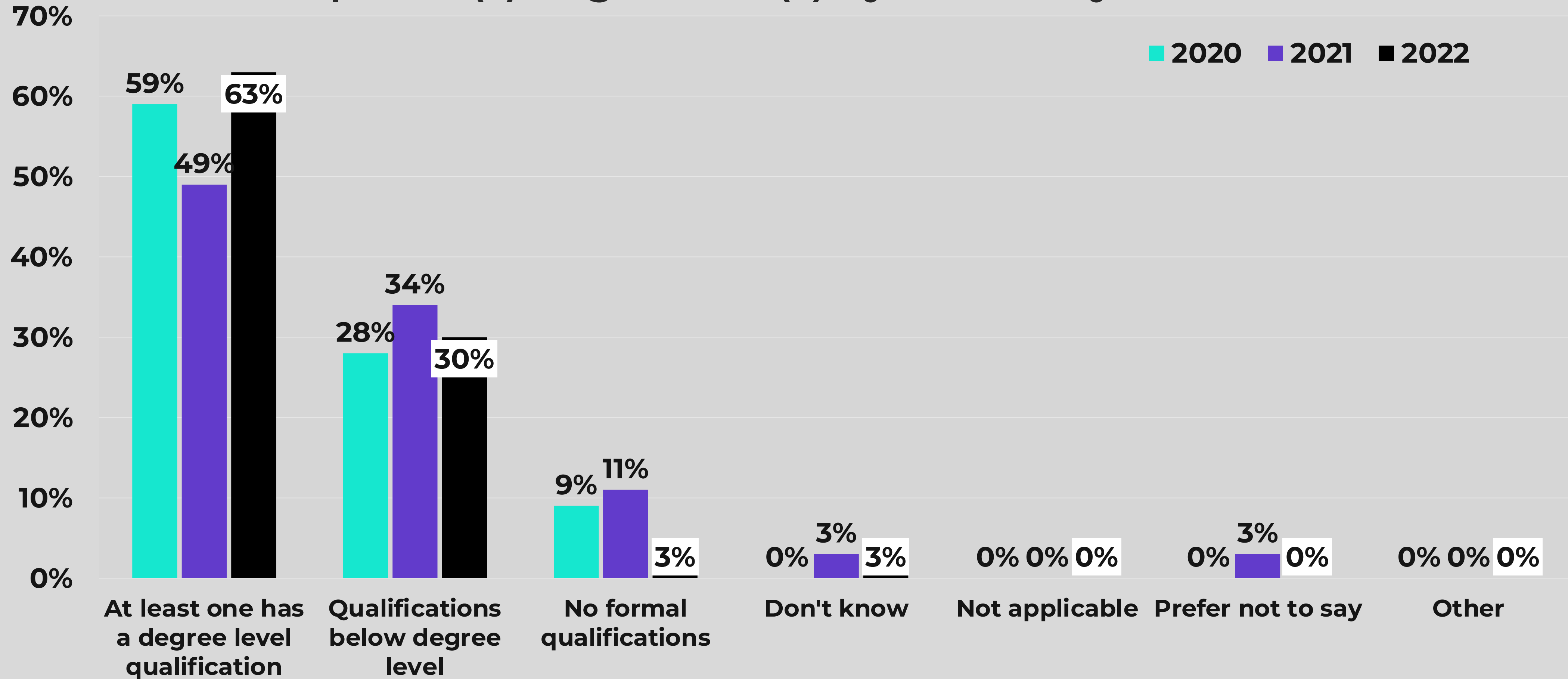


# Parental qualifications (background)

By the time they were 18, the majority of staff team's parent(s) or guardian(s) had at least one degree level qualification.

## Staff team

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

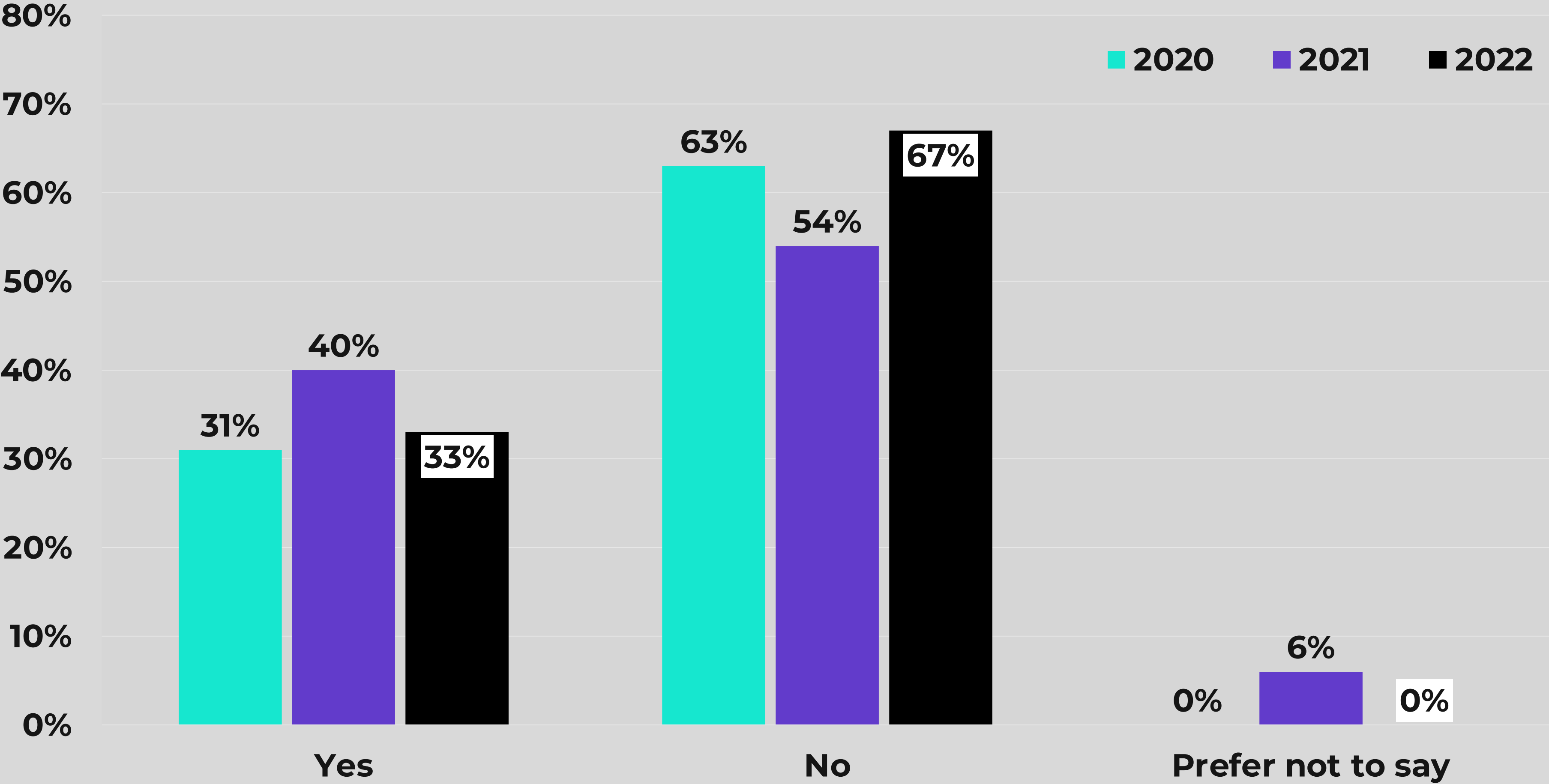


# Self-description (background)

A third of staff team self-identify as coming from a lower socio-economic background.

## Staff team

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



2022 – 30 respondents

**NOTE** The EO Survey collects data on many of the [Protected Characteristics](#) under the Equality Act 2010. Further to this we also collect data on socio-economic background and whether people identify as neurodivergent



# Ethnicity

## Staff team

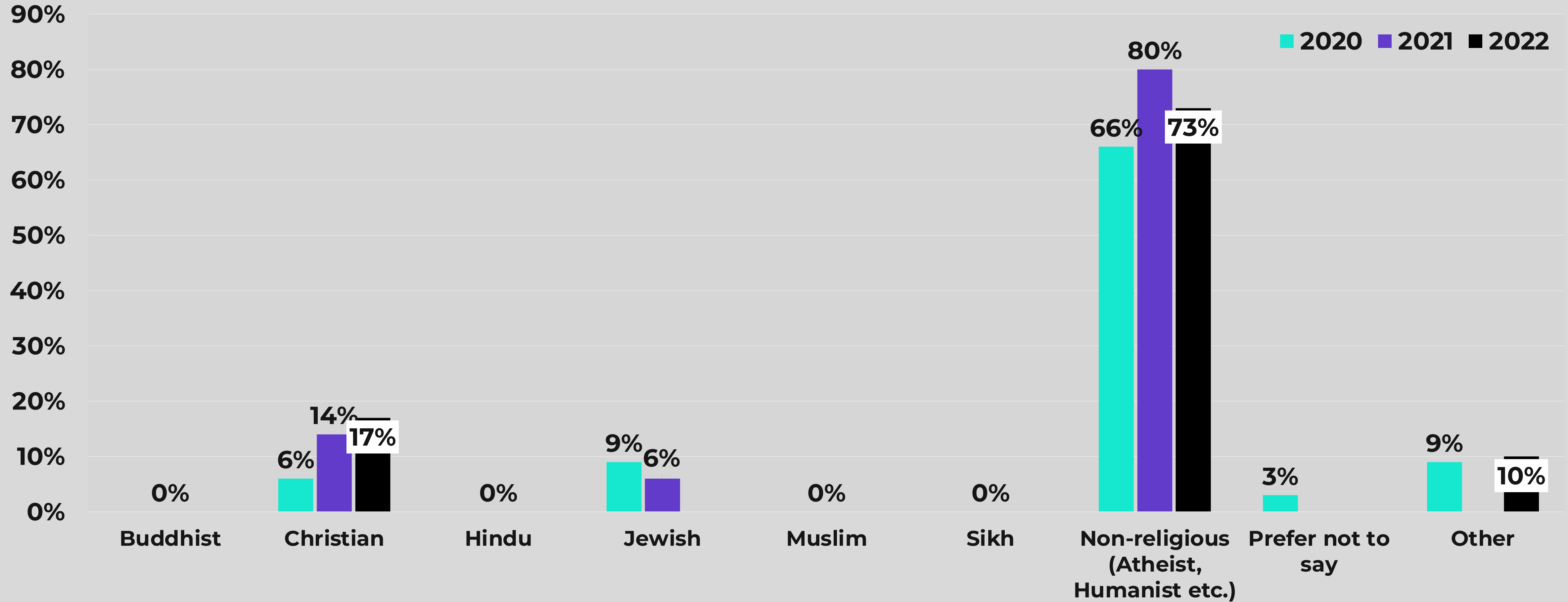
Please select the ethnicity that best represents you. As you make your decision, please think about what ethnic group means to you: that is, how you see yourself. Your ethnicity is a mixture of culture, religion, skin colour, language and the origins of yourself and your family. It is not necessarily the same as nationality.

	2017	2020	2021	2022
<b>Asian/Asian British</b>	0%	6% ↑	3% ↓	0% ↓
<b>Black/African/Caribbean/Black British</b>	0%	6% ↑	18% ↑	16% ↓
<b>Mixed/multiple ethnic groups</b>	0%	9% ↑	15% ↑	13% ↓
<b>White</b>	100%	66% ↓	57% ↓	60% ↑
<b>Other ethnic group</b>	0%	9% ↑	6% ↓	7% ↑
<b>Prefer not to say</b>	0%	0% ■	3% ↑	3% ■

# Religion

Vast majority of staff team are non-religious. No significant change.

## Staff team What is your religion/faith if any?



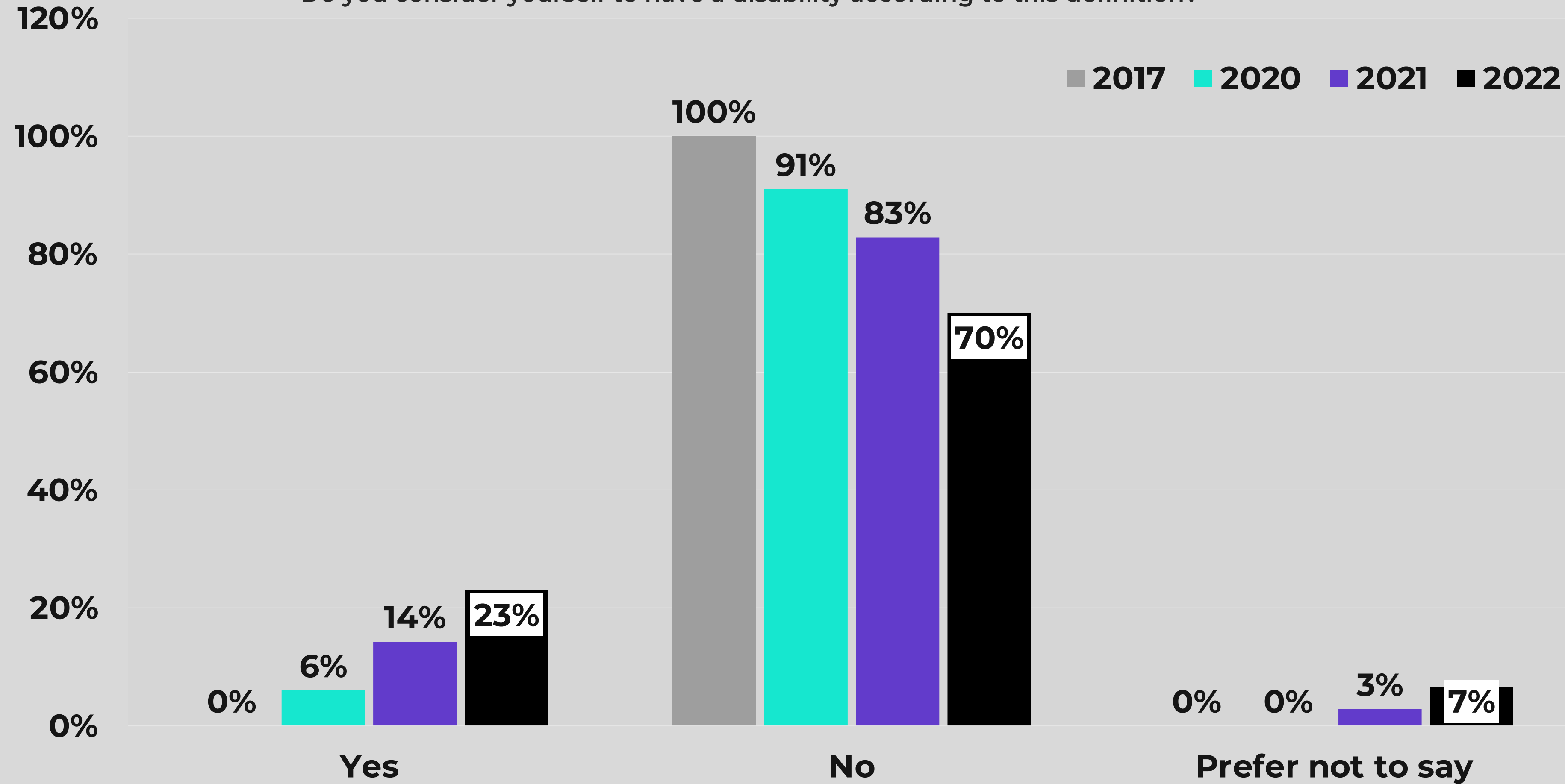
# Disability

Almost a quarter (23%) of staff identify as Disabled, the largest ever proportion.

## Staff team

The Equality Act 2010 defines a person as disabled if they have a physical or mental impairment, which has substantial and long term (i.e. has lasted or is expected to last at least 12 months) negative effect on their ability to carry out normal daily activities.

Do you consider yourself to have a disability according to this definition?

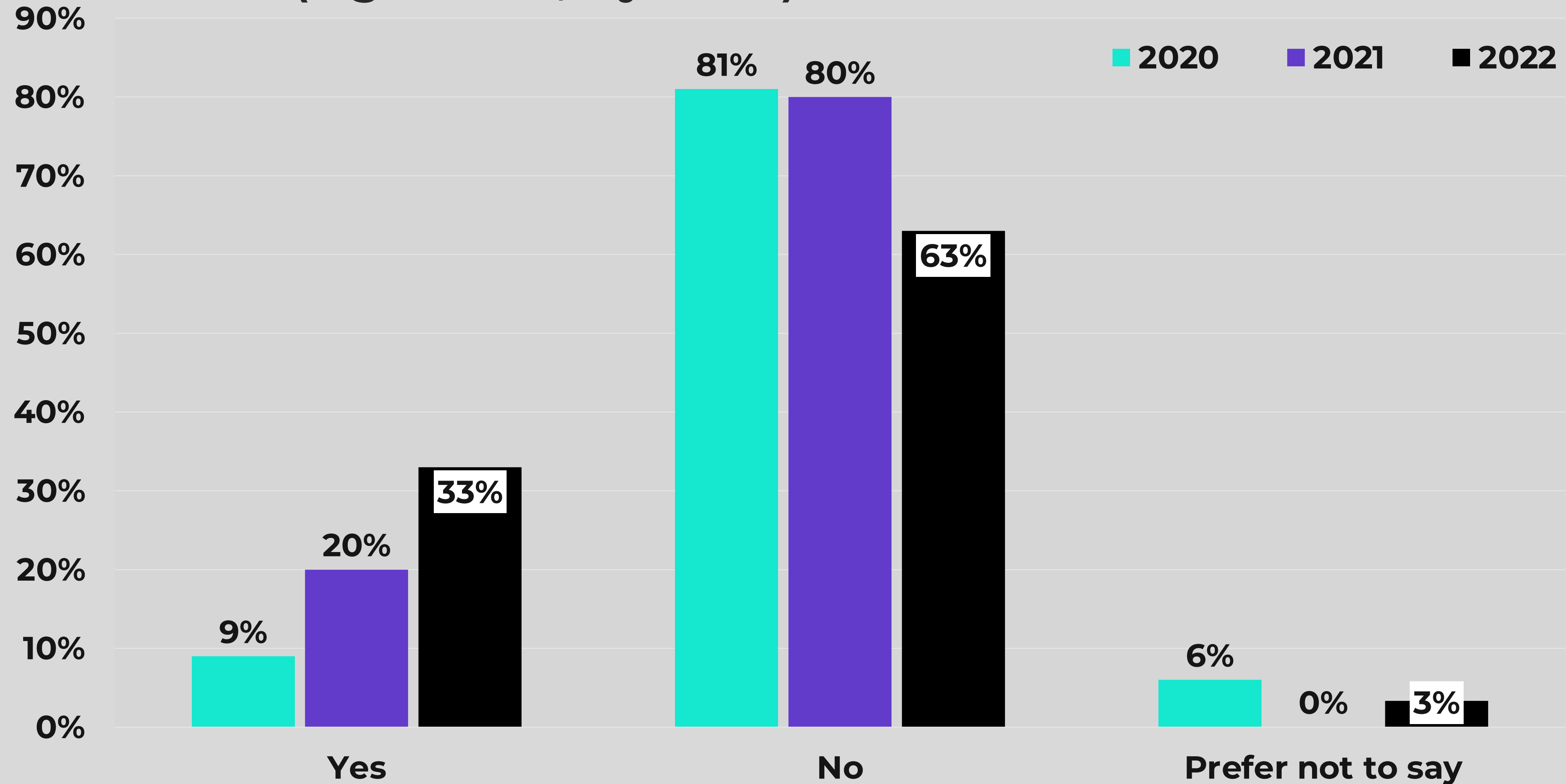


# Neurodivergence

A third of staff (33%) consider themselves to be neurodivergent. Over a 50% increase compared to 2021, and close to quadruple 2020's representation.

## Staff team

Do you consider yourself to be neurodivergent?  
(e.g. ADHD, Dyslexic)



2022 – 30 respondents

**NOTE** The EO Survey collects data on many of the [Protected Characteristics](#) under the Equality Act 2010. Further to this we also collect data on socio-economic background and whether people identify as neurodivergent



# Caring Responsibilities

Vast majority of the team do not have caring responsibilities. No significant change.

## Staff team

Do you have caring responsibilities? (e.g. children living at home, providing care for a relative, partner or friend)

