



YOUTH MUSIC

Workforce Diversity Report 2024

Methodology

- **Responses are anonymous.** Access to raw data is restricted on the survey platform and when stored on the shared drive
- Every question provides the option to:
 - Prefer to self-describe
 - Prefer not to say
- Responses are voluntary and they contribute to our awareness of inequalities. Data helps us to identify areas for development, track our progress over time and plan for the future
- A review of the language within the form will be conducted through the IDEA Working Group by the end of 2024, which will include staff consultation

Key findings

- Three-fifths or 60% of the team identify as women. This majority is consistent across the wider team, and consistent with past years' data.
- We've changed the way we collect data about sexual orientation, so results this year are not directly comparable with previous years. However, on an aggregate level, 35% of the team identify as being within the LGTBQ+ community.
 - 33% of the wider team, including freelancers, identify within the LGBTQ+ community.
- Over half of the team are aged 34 and under, consistent with last year.
 - A third of trustees and 48% of freelancers are aged 34 or below.

Note: the smaller the sample size, the more likely you are to see more significant variations year on year.

Therefore, it's important to recognise and take action over patterns over time.



Key findings

- We've updated our approach to collecting data on class. We retained the self-identification question and changed the language from “from a lower socio-economic background” to “from a working class background”.
 - Just under half of the team (45%) identify as coming from a working class background.
 - Lowest of 20% and highest of 67% working class representation across role groups, including freelancers.
- For three years in a row the whole team has not had representation of the Asian/Asian British community.
 - 30% of the staff team are of the Global Majority, 27% including freelancers.
- Majority non-religious (70%) staff team, consistent with last year.

Key findings

- A fifth of the team identify as Disabled (20%), consistent with the two previous years.
- A continued increase in staff identifying as neurodivergent to almost half of the team (45%).
- Around a quarter of the team have caring responsibilities (23%).

Gender

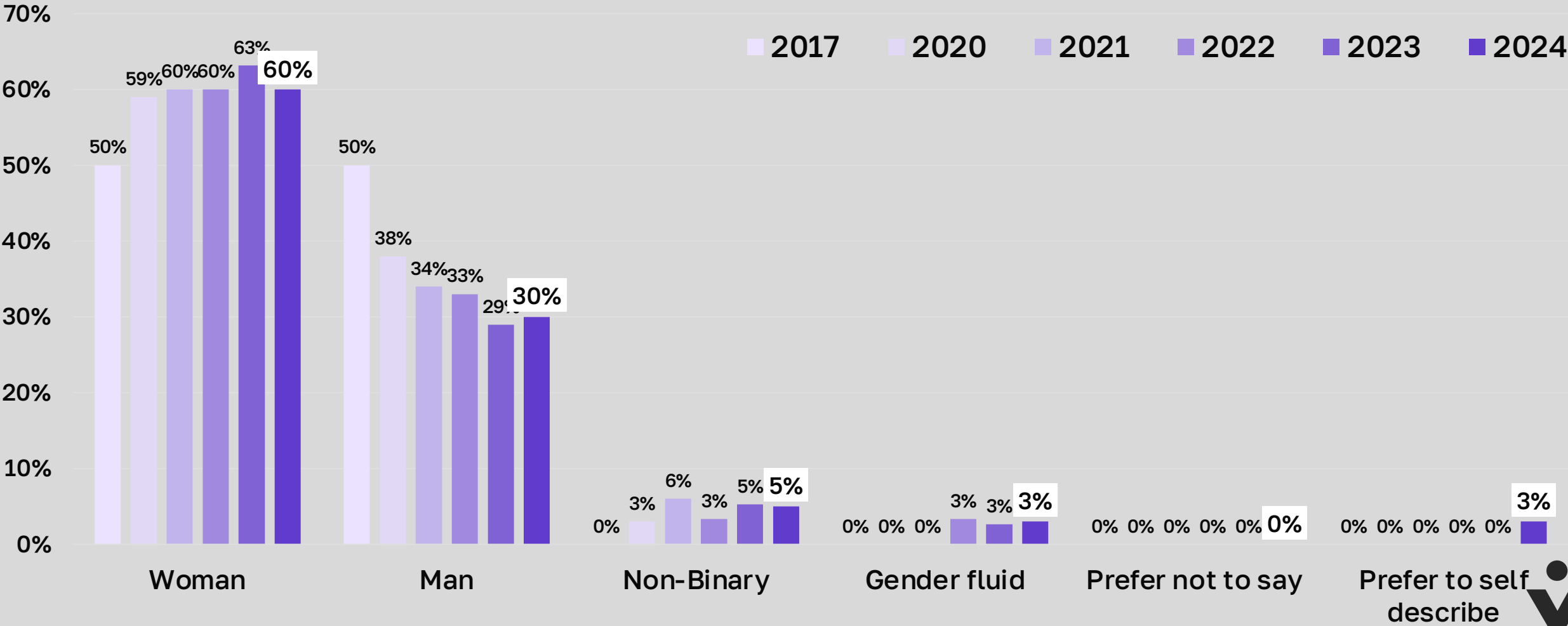
40
respondents

Whole team

Freelancers

Majority woman-identifying team.

Which of the following best describes you?



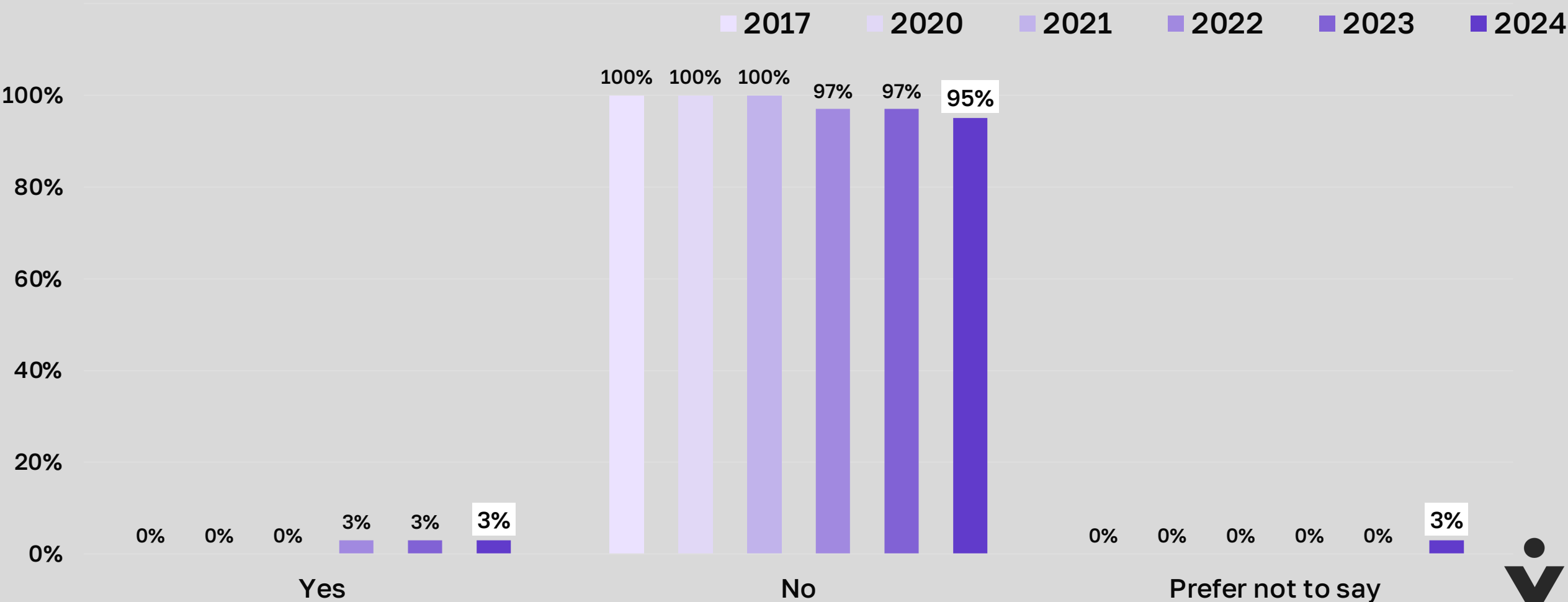
Trans Identity

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respondents

Whole team
Freelancers

No change.

Do you consider yourself to be Trans?



Sexual Orientation

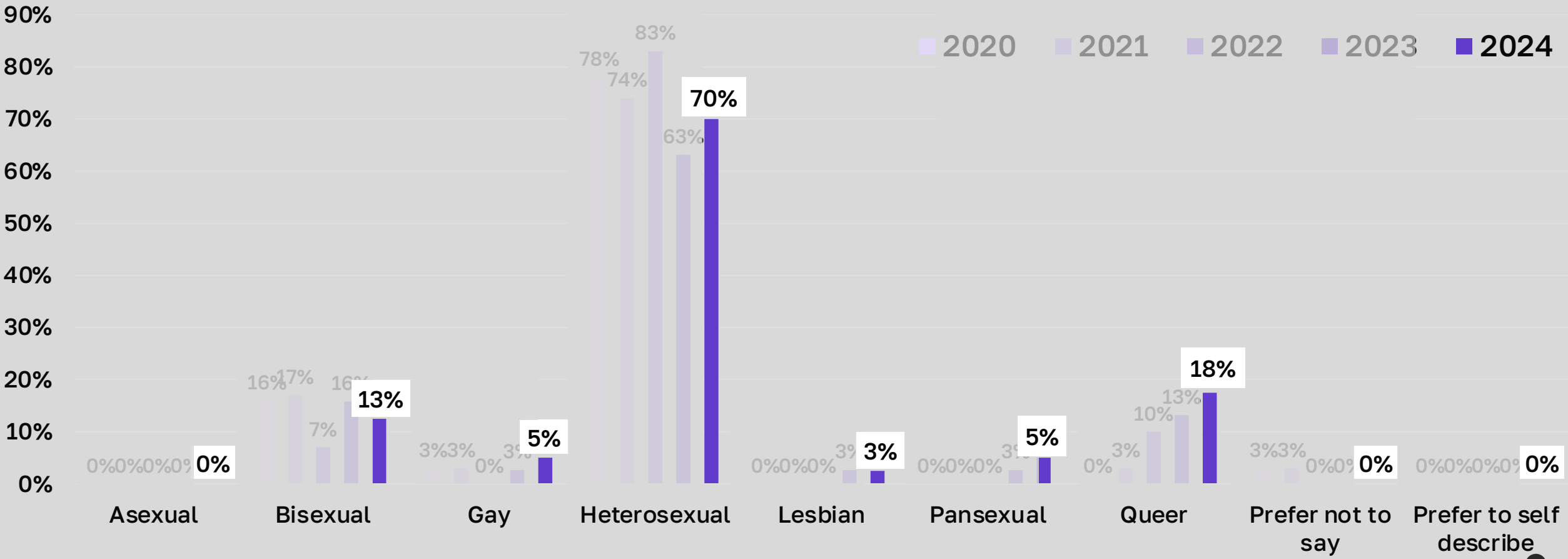
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respondents

Whole team

Freelancers

From 2024 onwards, individuals can choose multiple categories. 2020–2023 data provided for reference, as they're not directly comparable.

Which of the following best describes your sexual orientation? Please indicate the category/categories that you feel best represents you, using terms with which you feel comfortable.



Age

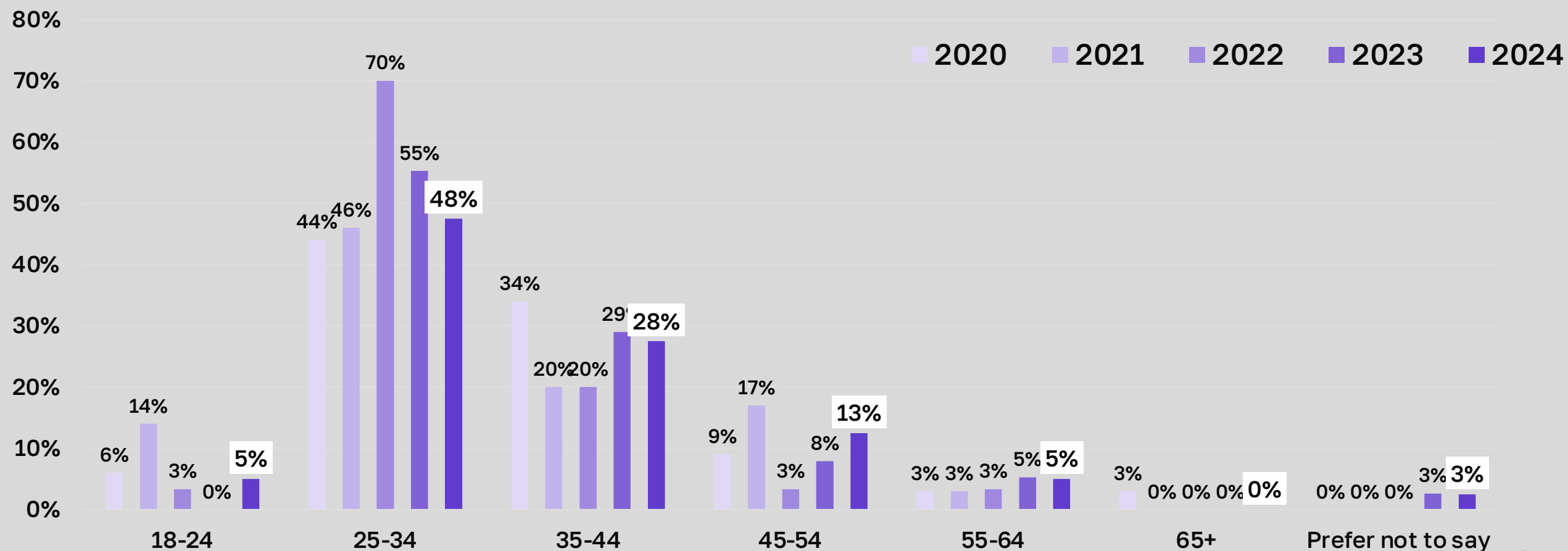
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respondents

Whole team

Freelancers

Over half of the team are aged 34 and under, consistent with last year.

Which age bracket do you fit in?



NOTE Internship programmes have run in 2021 and 2024, and their data has not been included.



Socio-economic background

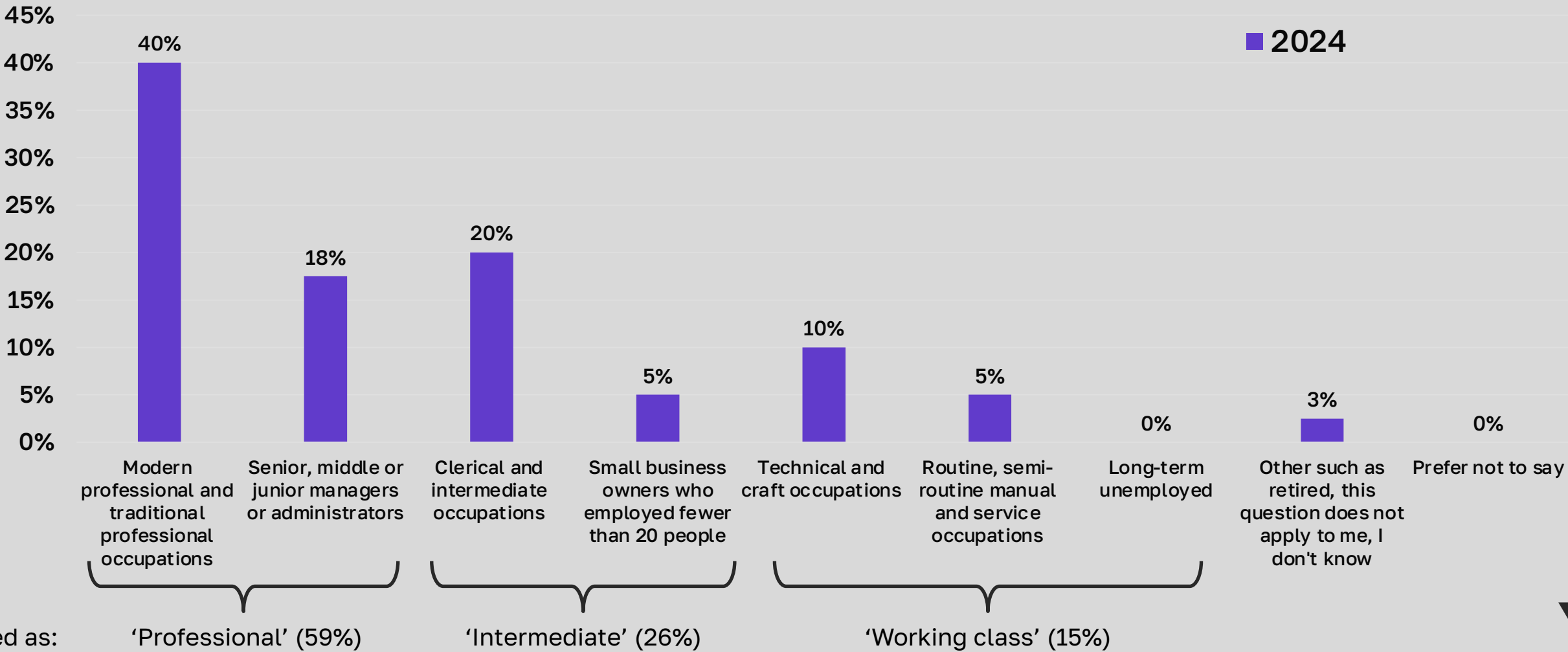
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respondents

Whole team

Freelancers

We've updated the questions we use to measure socio-economic background. See appendix for previous years approach.

What was the occupation of your main household earner when you were aged about 14?



NOTE The Workforce Diversity Survey collects data on many of the [Protected Characteristics](#) under the Equality Act 2010. Further to this we also collect data on class and whether people identify as neurodivergent.

Self-description of background

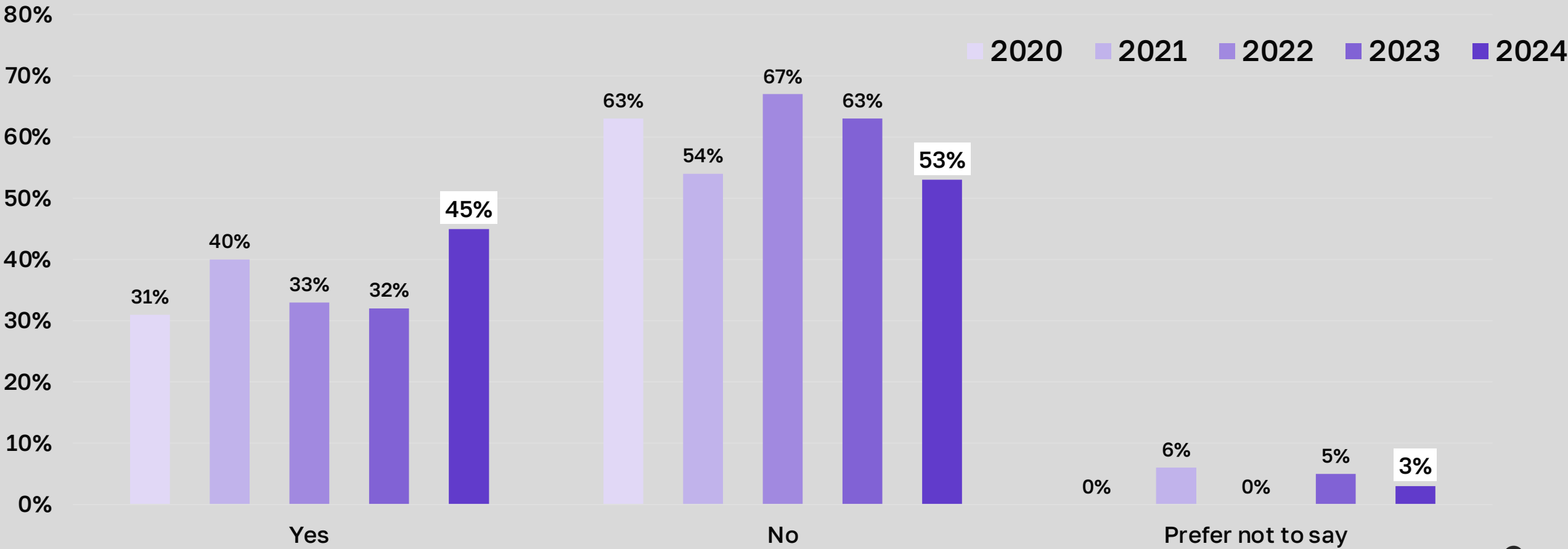
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respondents

Whole team

Freelancers

Language change from “from a lower socio-economic background” to “from a working class background”. Just under half of the team identify as coming from a working class background.

Compared to people in general, would you describe yourself as coming from a working class background?



Ethnicity

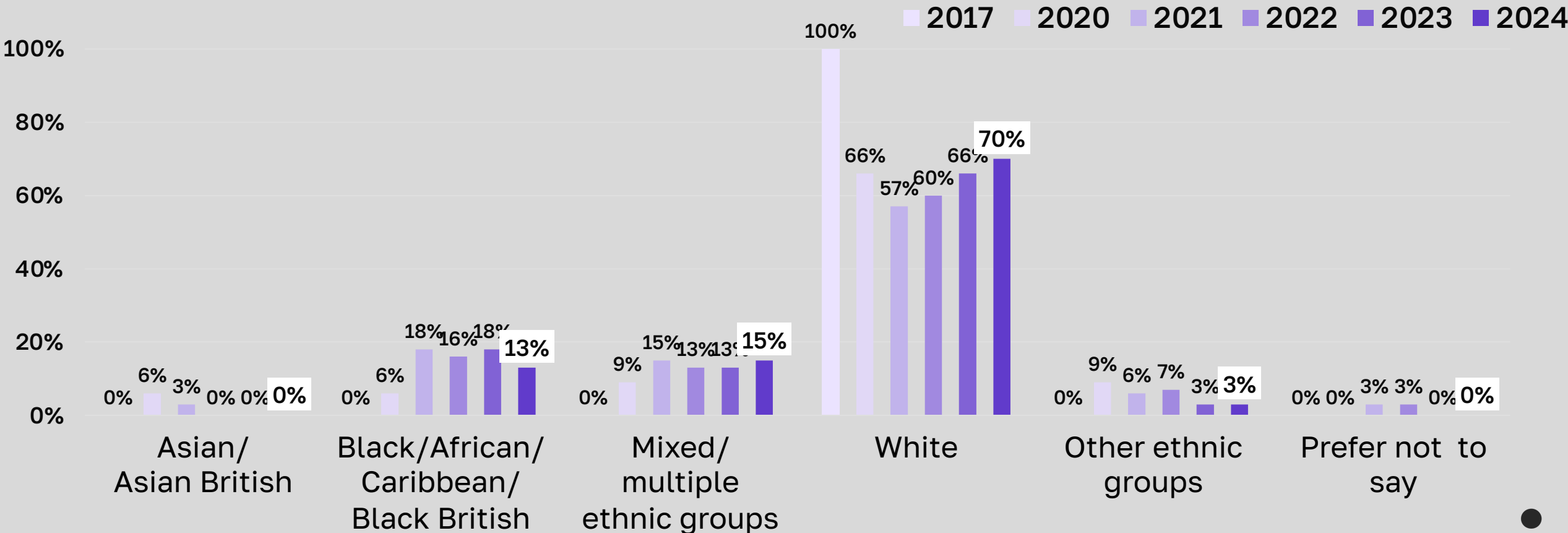
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respondents

Whole team

Freelancers

For three years in a row the team has not had representation of the Asian/Asian British community.

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.



Religion

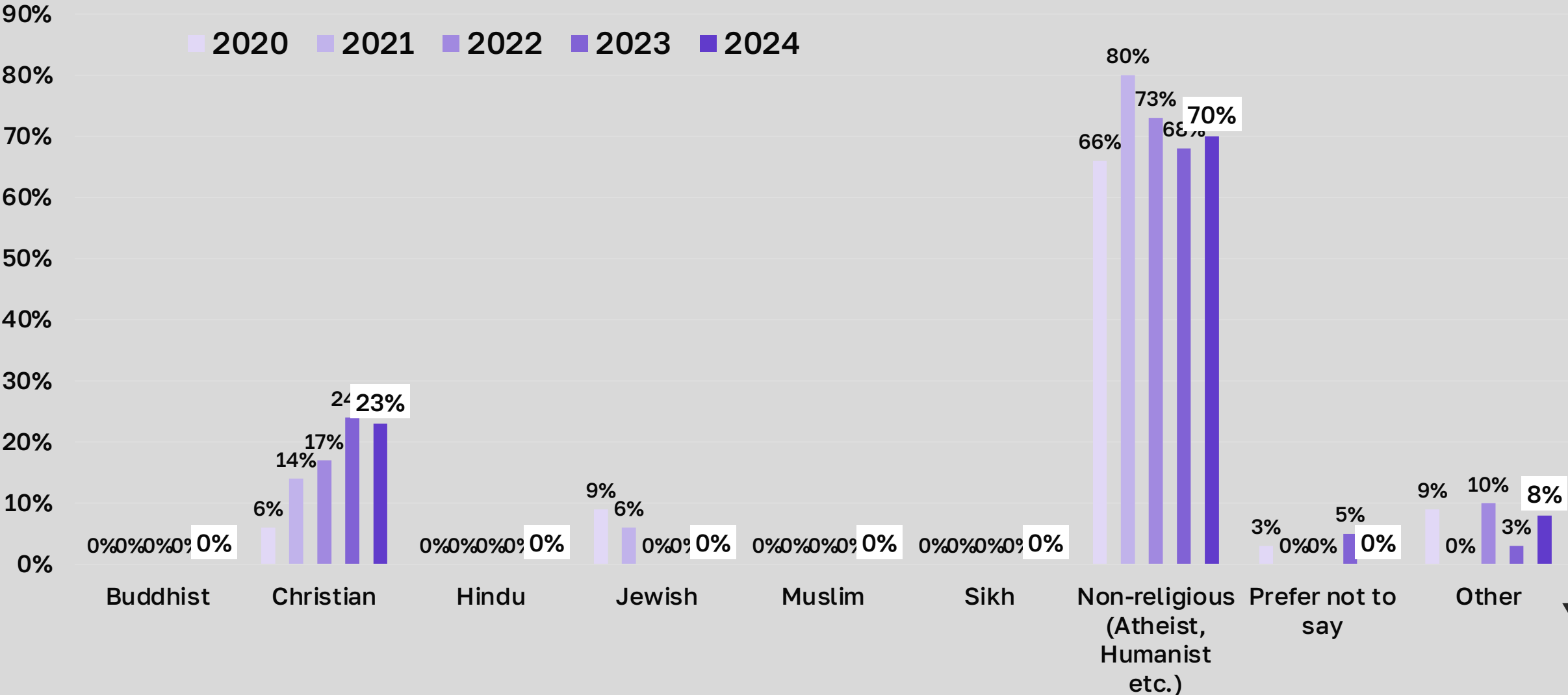
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respondents

Whole team

Freelancers

Majority non-religious staff team,
consistent with last year.

What is your religion/faith if any?



Disability

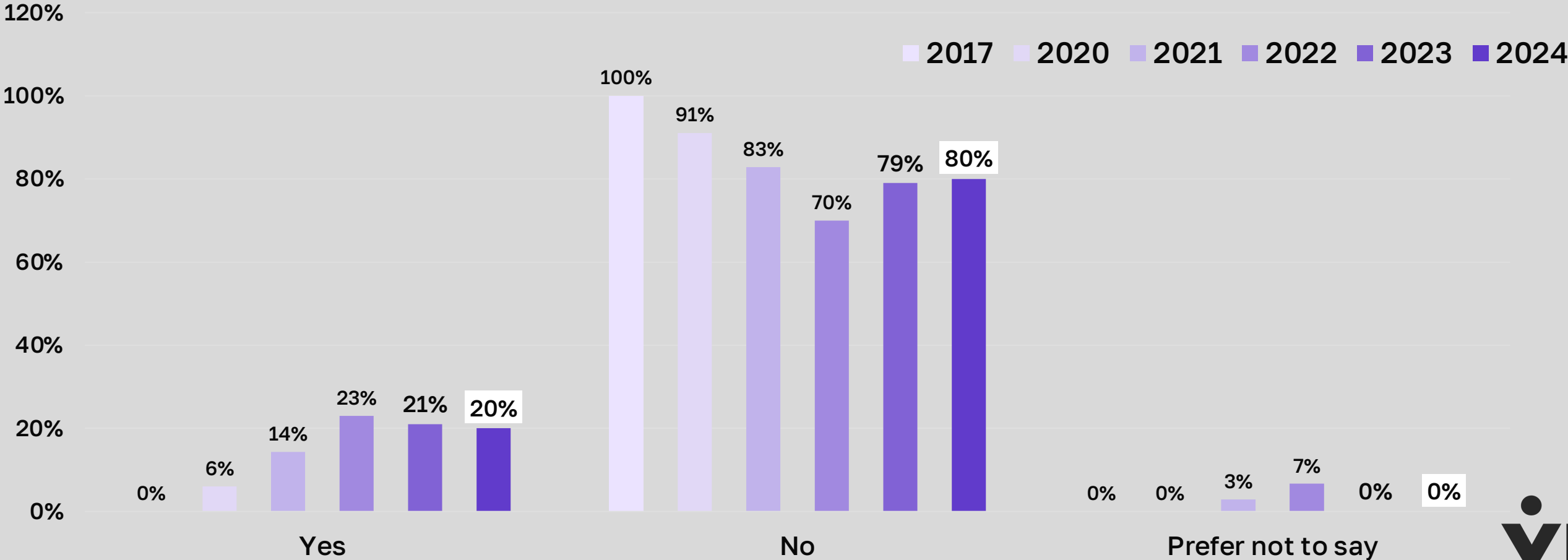
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respondents

Whole team

Freelancers

No significant change. A fifth of the team
identify as Disabled.

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

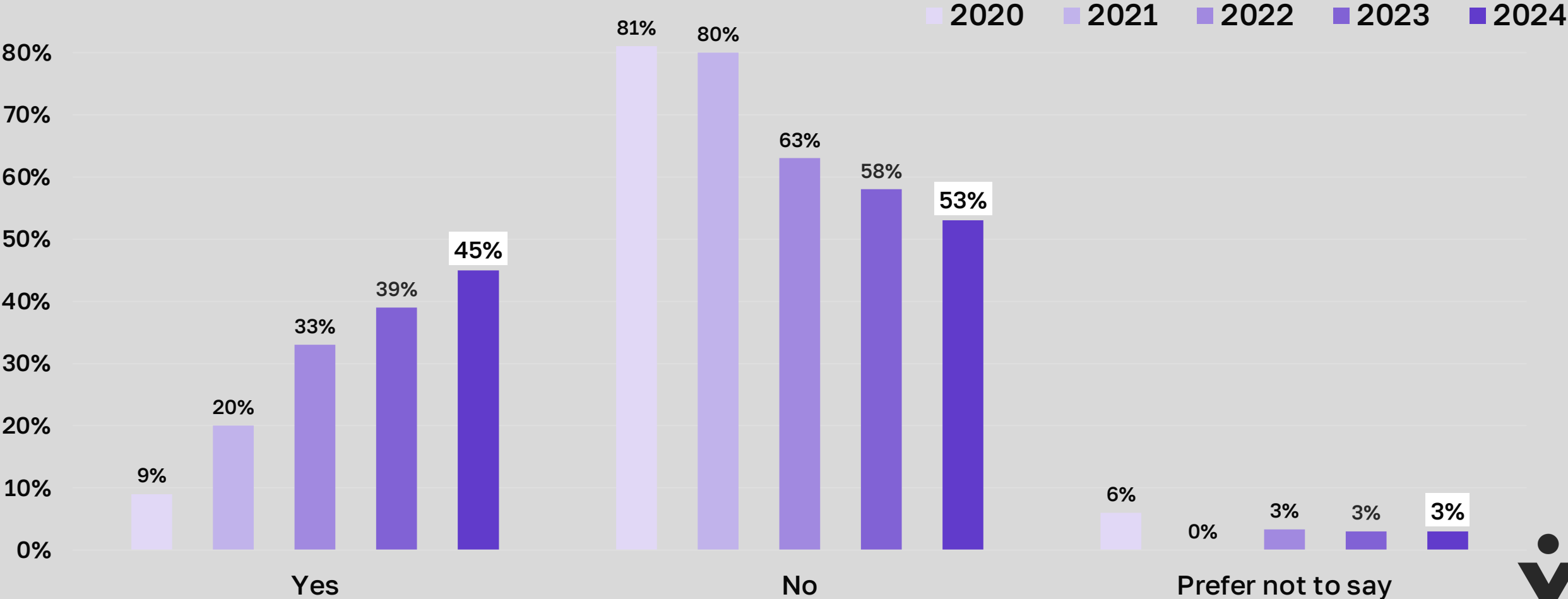
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respondents

Whole team

Freelancers

Continuous increase in staff identifying as neurodivergent.

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



Caring responsibilities

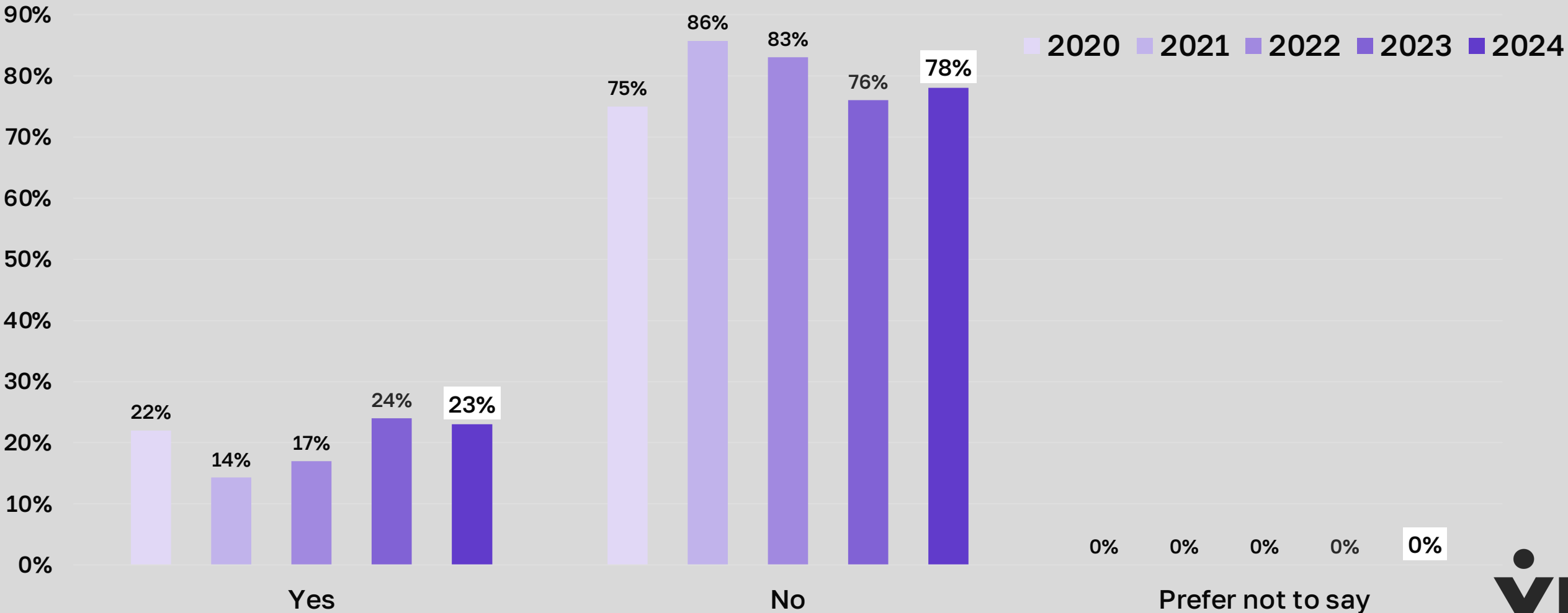
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respondents

Whole team

Freelancers

Around a quarter of the team have caring responsibilities, consistent with last year.

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



YOUTH MUSIC

The National Foundation for Youth Music

Studio LG01, The Print Rooms

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