

UK Music 2022 Diversity Workforce Full Tables

Information

This document provides the full tables for the statistics used in the UK Music 2022 Diversity Report.

Please note, percentages will not always add up to 100% as 'prefer not to say' or 'other' responses have been removed from the findings where appropriate.

Some findings have also not been provided as the numbers are too low to be statistically reliable, or risk identifying individuals who responded.

If you wish to cite the findings in these tables please reference as “UK Music 2022 Diversity Workforce Full Tables”.

Any questions or enquiries please contact the team on info@ukmusic.org.

Key stats	
Ethnic minority breakdown	2022
Asian	6.4%
Black	7.0%
Mixed	6.4%
Other ethnically diverse	1.3%
White	77.4%
Prefer not say	1.6%

Sexual orientation	2022
Bisexual	6.0%
Gay	4.2%
Heterosexual	78.7%
Lesbian	1.6%
Pansexual	1.3%
Queer	2.1%
Questioning	1.2%
Prefer not to say	4.2%

Disability	2022
Yes	8.4%
Yes, but not every day	6.5%
No	83.2%
Prefer not to say	1.9%

Ethnicity representation	2016	2018	2020	2022
White	84.4%	80.6%	75.4%	77.4%
Black, Asian and ethnically diverse	15.6%	17.8%	22.3%	21.0%
Prefer not to say		1.6%	2.3%	1.6%

Gender representation	2016	2018	2020	2022
Men	53.6%	49.1%	48.8%	44.9%
Women	45.3%	49.1%	49.6%	52.9%
Non-binary/prefer to self-describe	N/A	N/A	0.5%	1.7%
Prefer not to say	N/A	N/A	1.1%	0.5%
Other responses	1.1%	1.8%	N/A	N/A

Ethnicity and career

2022

Career level	Black, Asian, ethnically diverse	White
Senior	18.2%	77.5%
Mid	20.5%	75.5%
Entry	23.6%	70.2%
Apprentice/intern	35.6%	55.9%

2020

Career level	Black, Asian, ethnically diverse	White
Senior	19.9%	80.1%
Mid	21.6%	78.4%
Entry	34.6%	65.4%
Apprentice/intern	42.1%	57.9%

2022

Career level	Total	Asian	Black	Mixed	White	All other ethnicities
Senior	37.2%	5.0%	5.2%	6.4%	77.5%	1.6%
Mid	47.8%	6.4%	6.7%	6.4%	75.5%	1.0%
Entry	11.0%	7.1%	9.8%	5.5%	70.2%	1.2%
Apprentice/intern	2.0%	13.6%	15.3%	5.1%	55.9%	1.7%

Ethnicity and age		
	2020	2022
16-24		
Black, Asian and ethnically diverse	30.6%	23.2%
White	66.7%	73.2%
25-34		
Black, Asian and ethnically diverse	24.8%	26.3%
White	73.0%	72.2%
35-44		
Black, Asian and ethnically diverse	22.6%	18.2%
White	75.1%	79.9%
45-64		
Black, Asian and ethnically diverse	15.7%	16.6%
White	80.9%	81.3%
65+		
Black, Asian and ethnically diverse	13.6%	5.6%
White	86.4%	92.6%

2022

Age	Asian	Black	Mixed	White	All other ethnicities
16-24	7.4%	8.4%	6.3%	73.2%	1.1%
25-34	7.6%	9.2%	8.1%	72.2%	1.4%
35-44	7.1%	5.0%	5.3%	79.9%	0.9%
45-54	4.9%	6.7%	5.7%	78.5%	1.6%
55-64	2.3%	4.3%	4.7%	86.4%	1.2%
65+	0.0%	1.9%	1.9%	92.6%	1.9%

Gender and career

	2020	2020	2022	2022
	Female	Male	Male	Female
Senior	40.4%	56.0%	50.4%	45.1%
Mid	51.0%	45.7%	43.0%	53.3%
Entry	64.7%	31.4%	28.8%	63.5%
Apprentice/intern	66.7%	26.7%	25.4%	61.0%

Gender and age

	2020	2022
16-24		
Female	66.3%	67.9%
Male	31.8%	25.8%
25-34		
Female	56.9%	59.6%
Male	41.3%	37.2%
35-44		
Female	49.7%	53.0%
Male	49.1%	45.0%
45-64		
Female	35.0%	40.6%
Male	63.0%	58.1%
65+		
Female	18.2%	27.8%
Male	77.3%	70.4%

Income disparity for ethnicity and gender

2020	Female	Male
Total survey respondents	49.6%	48.8%
More than £100,000	28.0%	68.7%
£75,001-£100,000	35.0%	62.7%
£60,001 - £75,000	42.5%	55.2%
£45,001 - £60,000	49.0%	48.9%
£30,001 - £45,000	53.3%	44.2%
£15,001 - £30,000	57.3%	39.0%
Less than £15,000	59.4%	35.8%
Unpaid	60.0%	54.3%

2020	Black, Asian and ethnically diverse	White
Total survey respondents	22.3%	75.4%
More than £100,000	12.2%	84.2%
£75,001-£100,000	16.4%	81.0%
£60,001 - £75,000	19.0%	76.9%
£45,001 - £60,000	17.7%	78.7%
£30,001 - £45,000	22.8%	73.8%
£15,001 - £30,000	26.3%	68.9%
Less than £15,000	33.6%	63.3%
Unpaid	40.0%	45.0%

2022	Female	Male
Total survey respondents	52.9%	44.9%
More than £100,000	36.2%	60.1%
£75,001-£100,000	45.2%	53.3%
£60,001 - £75,000	47.0%	51.1%
£45,001 - £60,000	50.9%	45.7%
£30,001 - £45,000	56.1%	40.2%
£15,001 - £30,000	59.3%	35.1%
Less than £15,000	51.3%	33.6%
Unpaid	60.0%	26.7%

2022	Black, Asian, ethnically diverse	White
Total survey respondents	21.0%	77.4%
More than £100,000	15.2%	80.7%
£75,001-£100,000	15.1%	83.4%
£60,001 - £75,000	20.4%	77.0%
£45,001 - £60,000	22.8%	73.6%
£30,001 - £45,000	19.3%	76.9%
£15,001 - £30,000	23.2%	72.2%
Less than £15,000	24.8%	68.1%
Unpaid	20.0%	66.7%

Ethnicity and gender

	Totals	All other ethnicities	Black	Mixed	Asian	White
Female	52.9%	0.8%	4.0%	3.8%	3.0%	40.2%
Male	44.9%	0.4%	2.8%	2.5%	3.1%	35.4%

Female and male ethnically diverse in order of prevalence

	%
White female	40.3%
White male	35.4%
Black female	4.0%
Mixed female	3.8%
Asian male	3.1%
Asian female	3.0%
Black male	2.8%
Mixed male	2.5%
All othe ethnically diverse female	0.8%
All other ethnically diverse male	0.4%

2022	Totals	Black, Asian, ethnically diverse	White
Female	52.9%	11.6%	40.2%
Male	44.9%	8.8%	35.4%

Disability - all data for 2022

Do you consider yourself to be disabled or have a long-term health condition that impacts your everyday life?	
Yes	8.4%
Yes, but not every day	6.5%
No	83.2%
Is your disability visible?	
Yes	7.2%
No	90.8%

If you have chosen not to disclose your disability, why not?

Fear of discrimination	37.3%
Not relevant to job	17.6%
Discloses when necessary for job	5.9%
Diagnosis recent or in progress	4.9%
Manageable	4.9%
Nothing would change	4.9%
Privacy	4.9%

If you have a non-visible disability, have you chosen to disclose this to your employer?	
Yes	53.3%
No	25.2%

If you work for a company/organisation, does your company/organisation make appropriate adjustments for you?	
Yes	42.1%
No, I haven't asked	42.8%
No, I have asked	6.2%
Do not work for a company/organisation	9.0%

If you are self-employed, have you been able to access any government support such as Access to Work?	
Yes	2.3%
I have not tried to do this	18.7%
No	11.1%

Non-visible disability in relation to gender overall:

Female	59.3%
Male	33.3%
Non-binary	4.4%
Prefer self-desc	2.2%

Have you ever had to compromise your health or wellbeing to do your job?

Yes	37.8%
No	58.2%

All disabled respondents, have you ever had to compromise your health or wellbeing to do your job?

Yes compromised health	67.2%
No	28.3%

Career levels	Yes disabled	Disabled - yes impacted every day	Disabled - Not impacted every day
Senior	7.5%	5.9%	80.9%
Mid	7.3%	5.9%	82.3%
Entry	9.8%	7.4%	75.2%
Apprentice/intern	13.6%	11.9%	64.4%
Other	20.0%	8.3%	63.3%

Income	Total %	Disabled - yes impacted every day	Disabled - Not impacted every day
Unpaid	0.5%	20.0%	66.7%
Less than £15,000	3.8%	28.3%	62.8%
£15,001 - £30,000	22.3%	17.5%	76.5%
£30,001 - £45,000	27.0%	13.4%	82.6%
£45,001 - £60,000	15.9%	14.0%	81.7%
£60,001 - £75,000	9.1%	9.6%	87.4%
£75,001 - £100,000	6.7%	14.1%	83.4%
More than £100,000	8.2%	10.7%	84.8%

Do you consider yourself to be neurodiverse?	
Yes	13.1%
No	68.7%

If you consider yourself to be neurodiverse, please tick as many of the following that apply to you.	
AD(H)D	47.6%
Autistic Spectrum Disorder (ASD)	24.5%
Dyslexia	24.5%
Dyspraxia	9.1%
Dyscalculia	7.0%
Not applicable	2.4%
Another form of neurodiversity	3.2%

Socio-economic background - all data for 2022

How would you describe your social class?

Working	37.0%
Working/Middle	4.0%
Middle	47.9%
Other	6.0%
Don't know	0.7%

Looking at the % who identified as working class in relation to ethnicity	
Asian	4.7%
Black	11.9%
Mixed	8.3%
Other	0.8%
White	71.9%

Looking at the % who identified as working class in relation to career level:	
Career level	
Apprentice/intern	3.6%
Entry	16.6%
Mid	43.5%
Senior	32.4%
Other	4.0%

Parent and carers - all data for 2022

Do you have parental or carer responsibilities?

Yes	29.7%
No	68.1%

Would you describe yourself as the primary carer?

Yes, I am the primary parent or carer	33.5%
No, I am not the primary parent or carer	14.8%
I share carer responsibilities equally (50/50) with another person	51.7%

Have you ever turned down work opportunities because of carer responsibilities?

Never	35.3%
Yes - Sometimes	46.4%
Yes - Often	11.1%

Have you ever been denied work opportunities because of carer responsibilities?

Never	48.2%
Yes - Sometimes	11.2%
Yes - Often	2.6%
I don't know	29.9%

Primary carers in relation to gender

Female	69.5%
Male	29.5%

Figures for turning down work opps due to caring responsibilities - often

Female	72.3%
Male	25.5%

Menopause - all data for 2022

Are you currently experiencing, or have you previously experienced, the perimenopause or the menopause?	
Yes	11.2%
No	86.8%

Have menopause symptoms ever affected your ability to do your job, either now or in the past?	
Yes - currently	29.1%
Yes - in the past	18.4%
No	38.3%
Don't know	11.4%

Have you ever taken time off work because of symptoms related to the menopause?	
Yes	18.8%
No	76.6%
Don't know	3.7%

If you said that you took time off, what was the main reason that you gave to your employer for taking that time off?	
Anxiety or depression	4.5%
Menopause symptoms	7.1%
Other physical illness (please describe, if you wish to)	12.4%
Other personal factors (please describe, if you wish to)	1.1%
Other mental health condition (please describe, if you wish to)	0.0%
Not applicable	64.8%

Have you done, or considered, any of the following because of your menopause symptoms? Please tick all that apply.	
Reduced my hours at work	36.9%
Moved to part-time work	11.5%
Left my job	18.9%
Not applied for a promotion	22.1%
Not taken a promotion that was offered	4.1%
Retired early	6.6%
Age of those answering 'yes' to experiencing or have experienced menopause or perimenopause	
25-34	1.9%
35-44	17.8%
45-54	49.7%
55-64	24.4%
65+	4.4%
Career level of those answering 'yes' to experiencing or have experienced menopause or perimenopause	
Apprentice/intern	0.3%
Entry	2.2%
Mid	37.8%
Senior	55.0%
Other	3.4%