

# **MGS Workforce Diversity Report 2025**

February 2026



## INTRODUCTION

MGS is committed to developing a diverse workforce that is reflective of the diversity of Scotland's communities. As part of this commitment we undertake annual equality and diversity monitoring surveys for our workforce, most recently in November 2025. Data from this is shared below, including comparative data from 2024. Our workforce monitoring data provides information that we use to help us embed equality considerations within our employment policies and practices.

## CONTEXT

Examples of activity we have undertaken this year to support workforce diversity include:

- We continually review and update our recruitment process to ensure it is accessible and encourages a broad range of applicants. We proactively offer alternative methods of application, have a transparent process and send interview questions in advance. We have received positive anecdotal feedback from a number of applicants about this.
- As a Disability Confident Employer, we guarantee an interview to candidates who declare a disability and meet the essential criteria. This year we have given careful thought on how to apply this practically to ensure this remains a manageable and meaningful commitment in a market of increasing applicant numbers.
- We recruited another modern apprentice in 2025, prioritising applicants without a university degree or those who have experienced barriers to employment.
- All job descriptions state that: "All staff are expected to champion and help deliver MGS's commitments to anti-racism and climate action" and our competency framework includes examples of what this can look like. While we do not expect everyone to come with knowledge or experience of this, it sends a clear message about the organisation we aspire to be and expectations of staff, and we have anecdotal evidence that seeing this is attractive to candidates.
- In 2025 we reviewed and made changes to increase our enhanced maternity, adoption and paternity pay.
- We continue to take a proactive approach to flexible working including agreeing a number of flexible working requests to support effective balance for staff with a range of different circumstances and needs, including caring responsibilities and reasonable adjustments. Alongside our flexible hybrid working model, this contributes to a culture that supports and enables diversity.



- MGS has an LGBTQ+ Action Plan and in November 2025 published an [Anti-Racism Action Plan](#). We speak proactively about principles of [Fair Work](#) both internally and externally.
- MGS was recognised in 2025 as part of the [Apt30 initiative](#) for inclusive employment.

## REPORTING

This report provides an overview of our equality and diversity employment monitoring data as of 26 November 2025. As well as requesting information on protected characteristics, we also collate information on caring responsibilities, education and socio-economic background.

We have referred to the 2021 Social Mobility Commission's Creative Industries Toolkit to benchmark against socio-economic data for the creative industry and where it is possible to compare, Census 2022 has been included as benchmarking data for protected characteristics.

Please note the following when interpreting the data presented in this report:

- information is published in accordance with the Data Protection Act 2018 and UK GDPR, and does not identify individuals
- information about groups of fewer than 5 is not published, and to protect anonymity it is redacted and shown by an asterisk.
- Some of the survey response categories have been aggregated for reporting purposes.
- Percentages have been rounded to the nearest 0.1%
- At the closing date of the survey our workforce headcount was 48. As this report is based on a small data set any future changes can have a significant effect and statistical information is a snapshot in time.
- Due to the small number of staff we do not currently ask for information about which organisational level they work at.

Response

- Data was collected between 12 November to 26 November 2025
- 87.5% of staff (42 out of 48) provided diversity data.
- Disclosure is voluntary and we encourage full participation.

### Note on sensitive data

Individuals provided the following data on the basis that we will publish some statistical and narrative information about our workforce and activities. We will always ensure this is for a specific purpose, consider what is an appropriate level of information to share and only include aggregated data.



## WORKFORCE DATA

### Age

Age group	2024	2025	Census 2022
16-24	*	*	12.8%
25-34	14.3%	26.2%	15.2%
35-44	40%	23.8%	14.9%
45-54	34.3%	33.3%	15.8%
55-64	*	*	17.2%
65+	*	*	24.0%
Prefer not to say	0.00%	0.0%	0.0%

### Gender

Staff were asked to select one of the following

- Female
- Intersex
- Male
- Non-binary
- Another gender identity not listed
- Prefer not to say

	2024	2025
Female	80.00%	83.3%
Male	17.1%	14.3%
Non-binary, Intersex, Another gender identity not listed	*	0.00%
Prefer not to say	0.00%	2.4%

**Is the gender you identify with the same as your gender registered at birth?**

	2024	2025
Yes	97.14%	97.6%
No	*	0.00%
Prefer not to say	0%	*



## Sexual orientation

Staff were asked to select one of the following

- Bisexual
- Gay or Lesbian
- Heterosexual
- Another sexual orientation not listed
- Prefer not to say

	2024	2025	Census 2022
Bisexual, Gay or Lesbian	*	*	3.5%
Heterosexual	85.7%	78.5%	87.8%
Another sexual orientation not listed	*	*	0.52%
Prefer not to say	*	*	8.15%

## Ethnicity

Staff were asked to select one of the following

- Arab
- Asian/Asian British - Any other Asian background
- Asian/Asian British - Bangladeshi
- Asian/Asian British - Chinese
- Asian/Asian British - Indian
- Asian/Asian British - Pakistani
- Black/Black British - African
- Black/Black British - Caribbean
- Black/Black British -Any other Black background
- Mixed/Any other mixed background
- Mixed/multiple ethnic groups - White and Asian
- Mixed/multiple ethnic groups - White and Black African
- Mixed/multiple ethnic groups - White and Black Caribbean
- White British
- White English
- White Gypsy or Irish Traveller
- White Irish
- White Northern Irish
- White Scottish
- White Welsh
- White/Any other white background



- Any other ethnic group
- Prefer not to say

	2024	2025	Census 2022
Arab	0.00%	0.00%	0.33%
Asian/Asian British	*	0.00%	3.59%
Black/ Black British	*	*	1.01%
Mixed/ multiple ethnic groups	14.3%	11.9%	0.79%
White	80.00%	85.7%	93.79%
Any other ethnic group	0.00%	0.00%	0.50%
Prefer not to say	0.00%	0.00%	0.00%

Combined white groups in 2025 is 85.7% (2024 - 80%)

Combined Ethnic minority groups in 2025 is 14.3% (2024 – 20.01%)

**Census 2022 data:** Combined White groups is 94.58% and combined Ethnic minority groups is 5.42%

### Religion and belief

Staff were asked to select one of the following

- None
- Buddhist
- Christian - Roman Catholic
- Christian - Protestant
- Hindu
- Jewish
- Muslim
- Sikh
- Another religion or belief not listed
- Prefer not to say

	2024	2025
No religion or belief	71.4%	69.1%
Christian	17.1%	19%
Other religion or belief	*	*
Prefer not to say	*	*



## Disability

Staff were asked:

Do you consider yourself to have a disability or long-term health condition? This includes where you may not identify as having a disability, but where a condition means you can experience barriers in the workplace and/or adjustments are required or supportive.

	2024	2025	Census
Yes	45.71%	31%	27.25%
No	54.29%	69%	72.75%
Prefer not to say	0.00%	0.00%	-

Where staff responded Yes they were asked "Please tell us about any of the ways this affects you (select all that apply)" from the following options:

- Vision
- Hearing
- Mobility
- Dexterity
- Learning, understanding or concentrating
- Memory
- Sensory
- Mental health
- Fatigue, stamina or breathing
- Pain
- Communication
- Social or behavioural
- Effects vary over time or come in episodes
- Progressive condition
- Other
- Prefer not to say

This information is not reported here but was collected to help us understand the types of barriers our workforce may face and consider workplace policies and practices.



## Caring responsibilities

Staff were asked to select any caring responsibilities they have from the following list (select all that apply)

- None
- Primary carer of a child/children (under 18)
- Primary carer of disabled child/children (under 18)
- Primary carer of disabled adult (18 and over)
- Primary carer of older person
- Secondary carer (another person carries out the main caring role)
- Prefer not to say

	2024	2025
None	54.29%	51.1%
Caring responsibilities	40.00%	48.9%
Prefer not to say	0.00%	0%

At November 2025 2.3% of respondents met the criteria of unpaid carer (defined as someone who provides care and support to family members, friends, or neighbours who may be affected by disability, physical or mental ill-health, frailty, or substance misuse without receiving payment for their services).

**Census 2022 data:** 13.5% of the population over the age of 16 are unpaid carers.



## Education/qualifications

Staff were asked: With reference to the [SCQF framework](#), please select the highest level of qualification you have completed.

- No formal qualifications
- SCQF Level 1
- SCQF Level 2
- SCQF Level 3
- SCQF Level 4
- SCQF Level 5
- SCQF Level 6
- SCQF Level 7
- SCQF Level 8
- SCQF Level 9
- SCQF Level 10
- SCQF Level 11
- SCQF Level 12
- Prefer not to say

At November 2025 85.8% of respondents held an SCQF Level 10 or above which represents an honours degree level qualification and/or advanced qualifications, including senior management positions and specialised technical fields, often requiring significant expertise and leadership skills.

**We also asked:** If you are currently studying for a qualification, please select the level of this qualification.

Responses indicated that 19% of staff currently studying for a qualification, variously across SCQF levels 6, 7 and 11.

## Socio-economic diversity

We have used the 2021 Social Mobility Commission's Creative Industries Toolkit questions to better understand the picture of socio-economic diversity across our team: <https://socialmobilityworks.org/toolkit/creative-industries-measurement/>

Staff were asked the following questions

- What was the occupation of your main household earner when you were about aged 14?
- Which type of school did you attend for the most time between the ages of 11 and 16?
- If you finished school after 1980, were you eligible for free school meals at any point during your school years?



The benchmarks included below are based on workforce in England (from the toolkit).

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

	<b>2024</b>	<b>2025</b>	<b>Toolkit benchmark</b>
<b>Professional backgrounds</b> - modern professional & traditional occupations; senior or junior managers or administrators.	77.14%	77.50%	37%
<b>Intermediate backgrounds</b> – clerical and intermediate occupations; small business owners.	*	*	24%
<b>Lower socio-economic backgrounds</b> – technical and craft occupations; routine, semi-routine manual and service occupations; long-term unemployed.	17.14	17.50%	39%
Other/prefer not to say	*	*	0%

Which type of school did you attend for the most time between the ages of 11 and 16?

	<b>2024</b>	<b>2025</b>
A state-run or state-funded school	71.43%	70.73%
Independent or fee-paying school	14.29%	14.63%
Independent or fee-paying school, where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there	0.00%	0.00%
Attended school outside the UK	14.29%	14.63%
Don't know	0.00%	0.00%
Prefer not to say	0.00%	0.00%

Social Mobility Commission's Creative Industries Toolkit: 7.5% attended independent schools.



If you finished school after 1980, were you eligible for free school meals at any point during your school years?

	<b>2024</b>	<b>2025</b>
Yes	11.43%	20.51%
No	54.29%	51.28%
Not applicable (finished school before 1980 or went to school overseas)	17.14%	*
Don't know	17.14%	20.51%
Prefer not to say		

**Social Mobility Commission's Creative Industries Toolkit:** 15% of pupils at state-funded schools are eligible for free school meals.

At an overview level, across our workforce the dominant socio-economic group continues to be the professional background, with under-representation from working class background, and most holding SCQF Level 10–11 qualifications. Education and class are the diversity areas where we are furthest from population averages, highlighting a need and opportunity to broaden socio-economic representation.

