

Equality, Diversity and the Creative Case



A Data Report

2018-19

Getting started

Read a Foreword from our Chair, Sir Nicholas Serota; find out more about where the data in this report is from; and get the key findings from the Executive Summary.

Foreword

by Sir Nicholas Serota, Chair, Arts Council England

In 2017, we announced a new National Portfolio of organisations that would receive regular funding for the period 2018-22. Libraries and Museums were integrated into the portfolio for the first time and, in total, we were able to include 168 self-defined diverse led organisations, 20 of which had previously received Elevate programme funding.

This is the first report to focus on this new National Portfolio and it's also the first time we've been able to look deeper into the detail. This reveals more information across different parts of the country and different types of organisations. We've also been able to release more granular data looking across disciplines, including individual Creative Case ratings.

Whilst we cannot make direct comparisons between the last report and this year's, this report has confirmed that Arts Council and the organisations we invest in are still not representative of this country as a whole. The long-standing issue of under-representation in both the Portfolio and the Arts Council has to be recognised and addressed.

The level of detail available in this Report will become increasingly important as we review how organisations progress over this funding period, and how organisations respond to our new Strategy as they prepare their applications to be included in the subsequent portfolio, which will begin in 2022.

[Let's Create](#), the new Arts Council strategy for the decade 2020-30 has been grounded in evidence, built through extensive data

analysis, review of reports, conversations and two national consultations. A core principle of the investment that will be made under the 2020-30 Strategy is the need to diversify the cultural sector – the leadership, workforce and governance of organisations; the audiences and visitors influencing and experiencing the creative and cultural offer; and the artists, creatives and producers. We will work with organisations who embrace this principle, and as a result the whole sector will better represent the diversity of this country. Equally, we shall continue to scrutinise our own workforce and leadership, holding ourselves to account in this respect. When we publish the first Delivery Plan for Let's Create in April, we will set out how we intend to accelerate the move towards a more inclusive and relevant cultural sector in this country. We are committed to ensuring that we achieve a decisive shift that will bring benefit to everyone in our country.

This feels increasingly important as we respond to the obvious global challenges – social, environmental, economic and technological – which are transforming the world around us at almost unimaginable speed.

To fully embrace these opportunities, the cultural sector needs to apply its creativity to all aspects of its business and activities. Organisations need to continue to change and develop, to innovate, to explore and to progress. Diversity of thought, experience and perspective are vital, and inclusivity and relevance are therefore driving principles in the Arts Council's next 10 year strategy.

Last year, I wrote to organisations reminding them of the compelling reasons for collecting this diversity data. Sharing and discussing this data will help to drive change, and enable us all to be clear-sighted about the issues we face. We will continue to develop the way we collect and use data in the next decade, providing evidence to inform policy and decisions and to make the case for public investment in the arts to stakeholders and to the public.

Understanding the data

We recognise diversity in its broadest sense but as in previous years the data in this report focuses on four protected characteristics, as defined in the Equality Act 2010: race (referred to here as ethnicity), disability, sex (referred to here as gender) and sexual orientation.

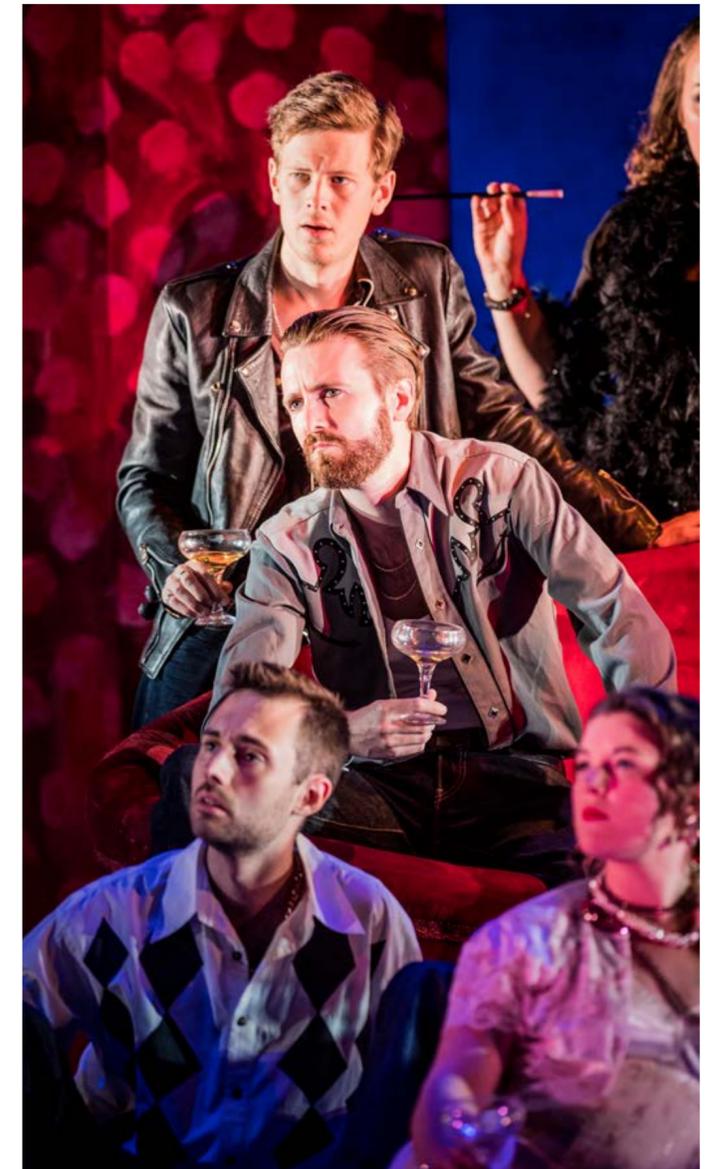
This report features data on:

- The workforce of NPOs including the diversity of people in key leadership roles and at different job levels.
- The Creative Case for Diversity ratings of NPOs – for the first time shared for each organisation and against the new four-point scale.
- This year, the report also includes data broken down by artform (discipline), Arts Council Areas and NPO bands.
- The diversity of applicants to the last year of Grants for the Arts; the first year of National Lottery Project Grants and Developing Your Creative Practice.
- The diversity of the Arts Council's workforce, leadership and National and Area Councils.
- Audience data from NPOs.

As with last year's report, we have continued to separate 'White other', the category which includes people from all other white backgrounds (including, for example, those from other European countries), from 'White British'.

We have also continued to use the two distinct categories: 'prefer not to say' and 'unknown' to distinguish between where individuals have chosen not to disclose data or where organisations have not been able to submit data.

As this is the first report for the 2018-22 National Portfolio, direct statistical comparisons with last year's report, and the 2015-18 portfolio, are not possible. We will re-introduce comparisons in future reports.



Executive Summary

All of our investment was made in line with our 2010 - 2020 Strategy, Great Arts and Culture for Everyone.

Most of this data is for the period 1 April 2018-31 March 2019. Where it differs, we make that clear in the relevant section.

This report focuses on the first year of the 2018-22 National Portfolio, a larger cohort than in previous years and a different set of organisations, including Libraries, Museums and Sector Support Organisations (SSOs).

Following the integration of these organisations into the portfolio, where we discuss NPOs or the National Portfolio, we have included Libraries and Museums, unless we have clearly indicated different disciplines.



Workforce and Governance

The total percentage of the NPO workforce with a Black and Minority Ethnic background (BME) is 11%. BME board representation across the NPOs is slightly higher at 15%. The percentage of BME Chief Executives is 10%; Chairs and Artistic Directors are both at 11%.

The total percentage of disabled workers across the National Portfolio is 6%. Disabled representation at board level is 7%; with 9% Chief Executives, 8% Artistic Directors and 5% Chairs.

The total percentage of female workers across the National Portfolio is 47%. Female board representation is also 47%; with 52% Chief Executives, 45% Artistic Directors and 40% Chairs.

The total percentage of LGBT people in the Portfolio's workforce is 6%. LGBT representation at board level is 7%; with 13% Chief Executives, 11% Artistic Directors and 8% Chairs.

We continue to see high levels of 'not known' for sexual orientation and disability data.



Creative Case for Diversity Ratings

In 2018-19, ratings across the Bands are broadly similar, with the exception of Band 2, which shows the highest percentage levels of 'outstanding' and 'strong' ratings.

At Area level, the ratings show that the South West had the most rated 'outstanding' at 7%, with London showing the least rated at this level at 4%.

Theatre and Combined Arts had high percentages of 'strong' ratings with, respectively, 33% and 27%.

** Due to rounding figures may not total 100%*

Grants for the Arts, Developing your Creative Practice and Arts Council National Lottery Project Grants

Grants for the Arts (GFTA) closed on 1 March 2018 and was replaced by the Arts Council National Lottery Project Grants (NLPG) programme that launched on 5 March 2018.

In 2018-19, a total of 9,473 NLPG were awarded at a value of £79,685,517 and a total of 607 GFTA were awarded, at a value of £6,210,269.

In 2018-19, a total of 9,473 NLPG were awarded at a value of £79,685,517 and a total of 607 GFTA were awarded, at a value

of £6,210,269. A total of 449 DYCP grants were awarded, at a value of £4,111,327

Grants for the Arts applications were accepted until 30 October 2018.

Developing Your Creative Practice funding programme was launched on 13 March 2018.

For all programmes, the success rate for Black and Minority Ethnic applications was 35%, which is the same for all applications.

For all programmes, the success rate for disabled applicants was 32% compared to 35% for all applications.

For all programmes, the success rate for Female applications was 33%, compared to 35% for all applications.

For all programmes, 33% of LGBT applications were successful, compared to 35% for all applications.

Audience insights

In the 2018-22 investment round we made it mandatory for Band 2 and 3 NPOs to use Audience Finder to capture and share with us information around the age, gender, ethnicity and disability of their audiences.

The audience data in this year's report has been drawn from the aggregate dataset provided to us by The Audience Agency.

Of the overall NPO portfolio audiences: 12% responded yes to 'disability limited a little/a lot', 16% of audiences described their ethnicity as BME and 64% of audiences were female.

Later in the report we have also broken down the audiences by socio-economic status and by Arts Council Areas, discipline and Bands.

Arts Council workforce and governance

The percentage of total female staff has gone up from 65% to 66% with female Directors increasing from 52% to 55%.

There has been an increase in total BME staff from 9% to 11%. The percentage of total disabled staff has increased from 6% to 7%. 14% of total staff have identified as LGBT.

For the first time since reporting we have risen from 0% of staff aged 20 and under to 1%.

As of 31 March 2018, there were 521 people working at the Arts Council. The mean difference between the average salaries of men and women working for the Arts Council in 2018 was 6.7%; the median difference was -0.6%.

As of 1 April 2019, there were 581 people working at the Arts Council. The mean difference went up to 7.5%; the median difference was 3.4%.

Artforms/Disciplines, Areas & Bands

For the first time, we have broken down NPO workforce data by artform (discipline), Arts Council Areas and Bands.

As this is NPO data only, these organisations are not necessarily representative of the wider sector. This is particularly likely to be the case for Libraries, as they make up a small number of organisations within the Portfolio (6 libraries, 1 library SSO) and as such, we have not broken down that data here.

Disciplines

- Dance has the highest BME workforce at 18%. Museums has the lowest at 6%.
- Museums has the highest percentage female workforce at 57%, Music has the lowest at 32%.
- Visual Arts has the highest percentage of disabled people in the workforce at 8%. Dance has the lowest at 3% of the workforce identifying as disabled.
- Theatre and Visual Arts had the highest percentage of LGBT workforce at 9% in each discipline, and Museums has the lowest LGBT workforce 3%.



Areas

- London has the highest percentage of BME staff, at 15% of the total workforce. The South West has the smallest BME workforce at 6%.
- The Midlands has the highest percentage of female workforce at 53%, while London has the lowest percentage female identified workforce, at 42%.
- London has the highest percentage of disabled staff in the workforce at 6%. All the other Areas report 5% of their workforce as disabled.
- London has the highest percentage of workers who define as LGBT at 8%, with the Midlands having the lowest percentage of LGBT staff, at 4%. There are high percentages of unknown data for LGBT staff.

Bands

- In Bands 1 and 2, 12% of the workforce is BME, Band 3 is 9% and SSOs is 5%.
- In Band 1, 46% of the workforce is female; Band 2 is 52% female and Band 3 is 43%. In SSOs, 59% of the workforce is female.
- In Band 1, 5% of the workforce is disabled; Band 2 is 6%, Band 3 is 4% and SSOs is 18%.
- In Band 1, 6% of the workforce is LGBT; Band 2 is 7%, Band 3 is 6% and SSOs have 5%.



Funded organisations

We give regular funding to organisations as part of our National Portfolio. These organisations submit data to the Arts Council in the form of an annual survey.

Other data includes Creative Case for Diversity ratings, given by the Arts Council based on the criteria outlined in this section.

Workforce

The total percentage figures for the National Portfolio workforce show BME at 11%, Female at 47%, Disabled people at 6% and LGBT at 6%.

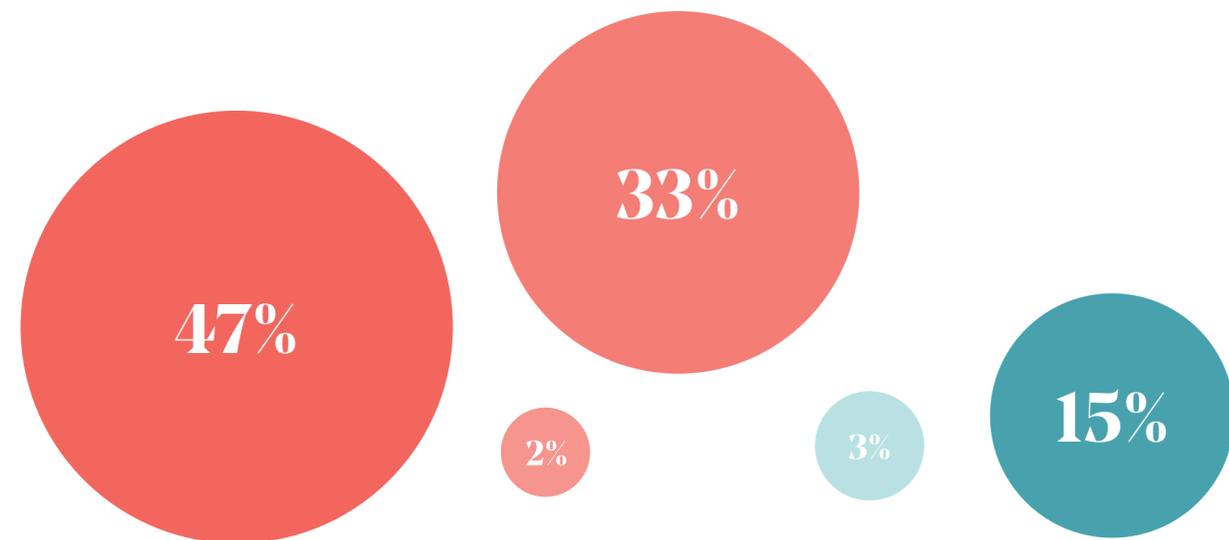
These compare to the Office of National Statistics for the percentage of the working age population in England: BME 16%, Female 50%, Disabled people 21% and LGBT 2%.



Gender

National Portfolio Organisation: All staff

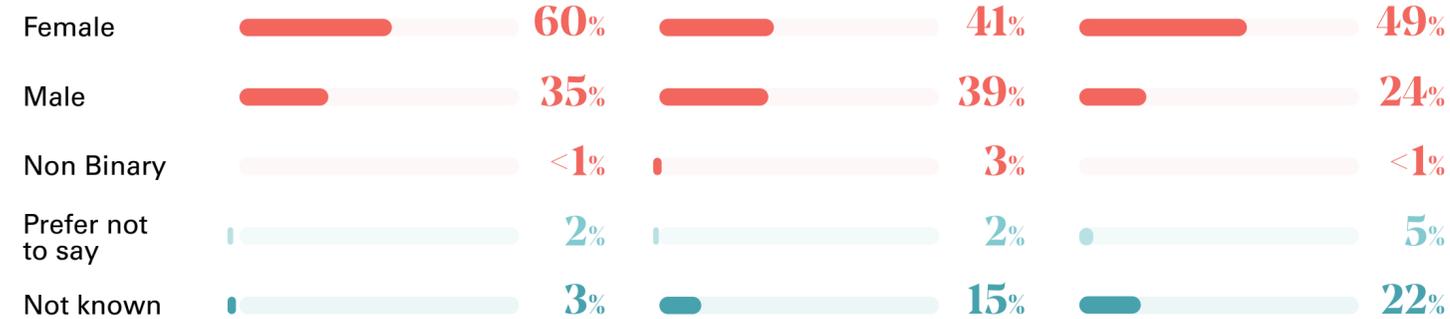
● Female ● Male ● Non Binary ● Prefer not to say ● Not known



National Portfolio Organisation:
Permanent staff

National Portfolio Organisation:
Contractual staff

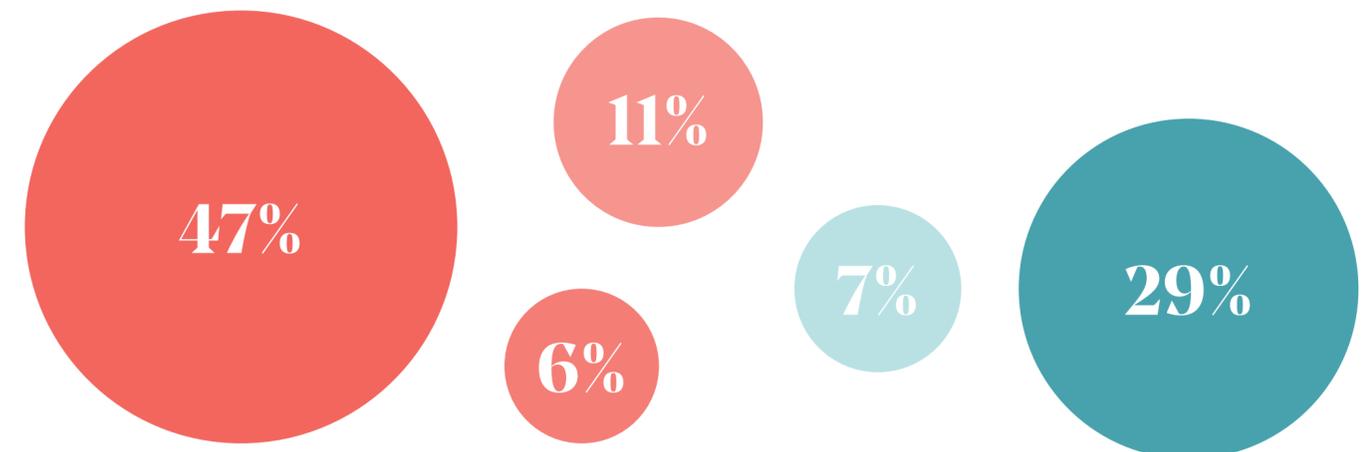
National Portfolio Organisation:
Voluntary staff



Ethnicity

National Portfolio Organisation: All staff

● White ● White other ● BME ● Prefer not to say ● Not known



National Portfolio Organisation:
Permanent staff

National Portfolio Organisation:
Contractual staff

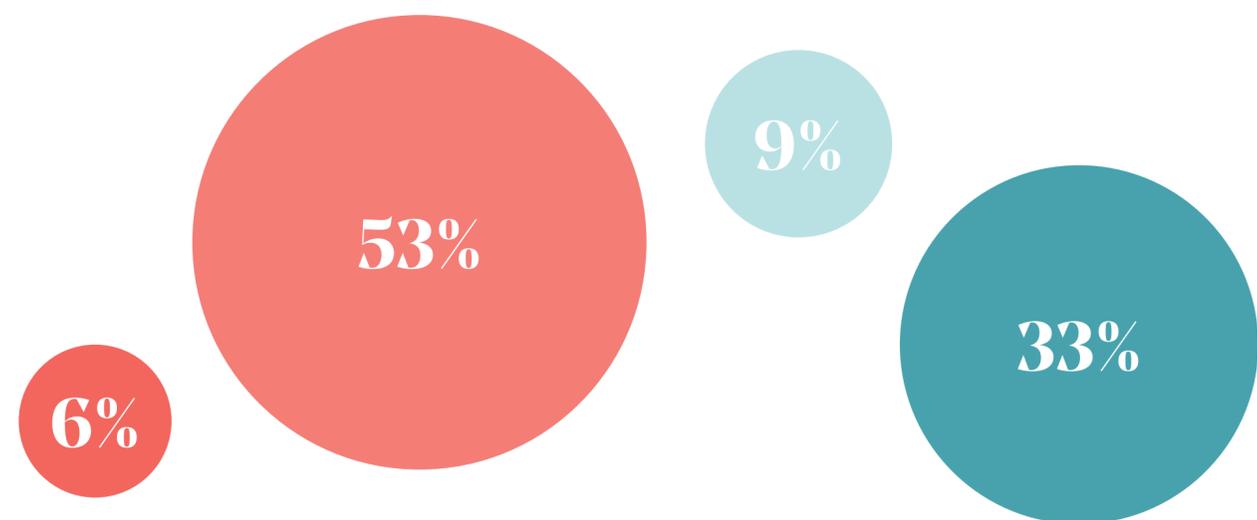
National Portfolio Organisation:
Voluntary staff



Disability

National Portfolio Organisation: All staff

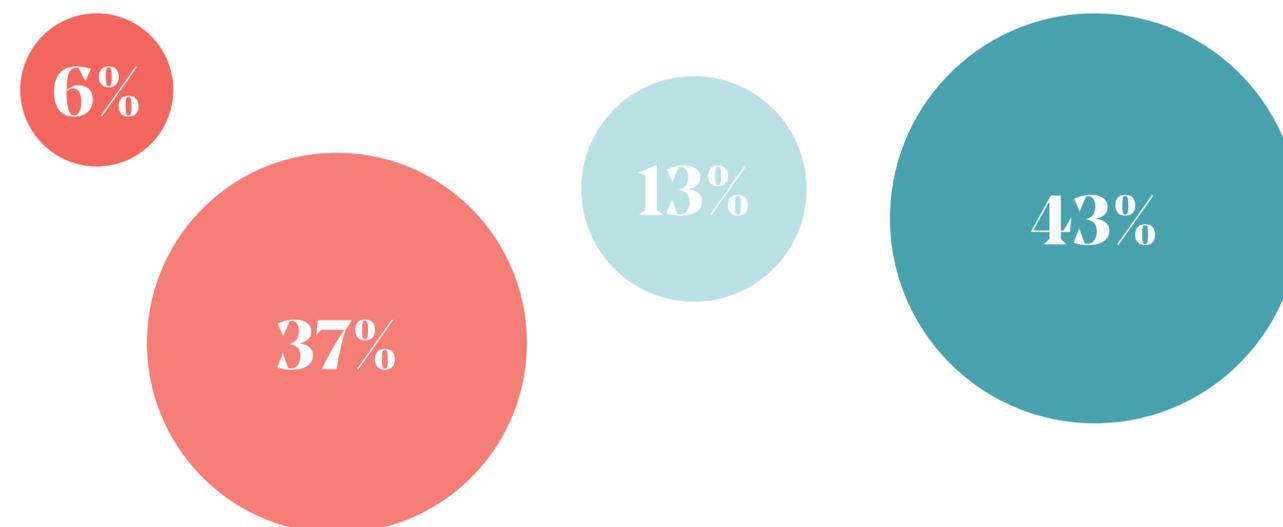
● Disabled ● Non-disabled ● Prefer not to say ● Not known



Sexual Orientation

National Portfolio Organisation: All staff

● LGBT ● Straight ● Prefer not to say ● Not known

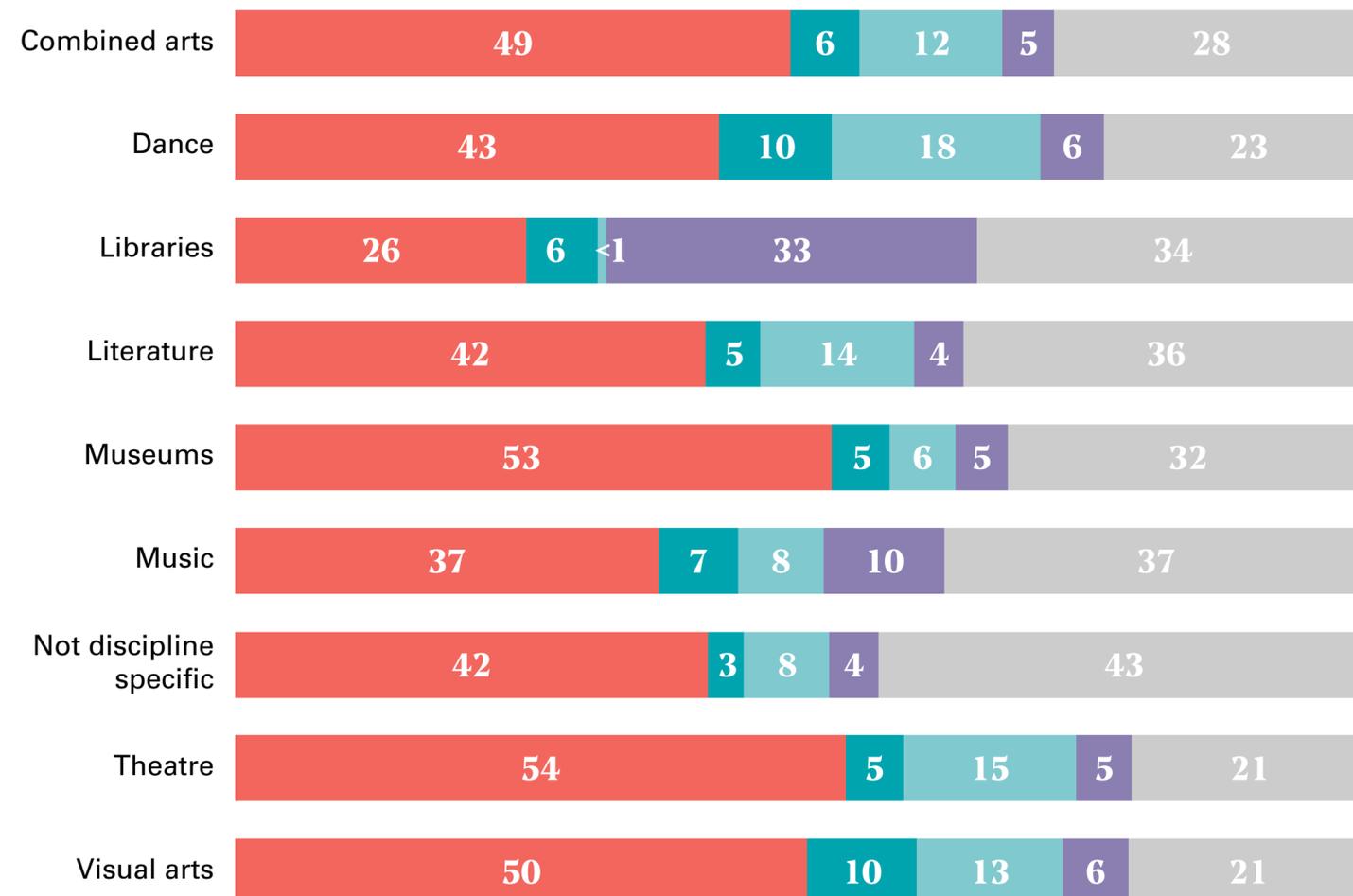


Disciplines

For the first time we are including the breakdown in workforce data for NPOs against discipline, Arts Council Areas and Bands.

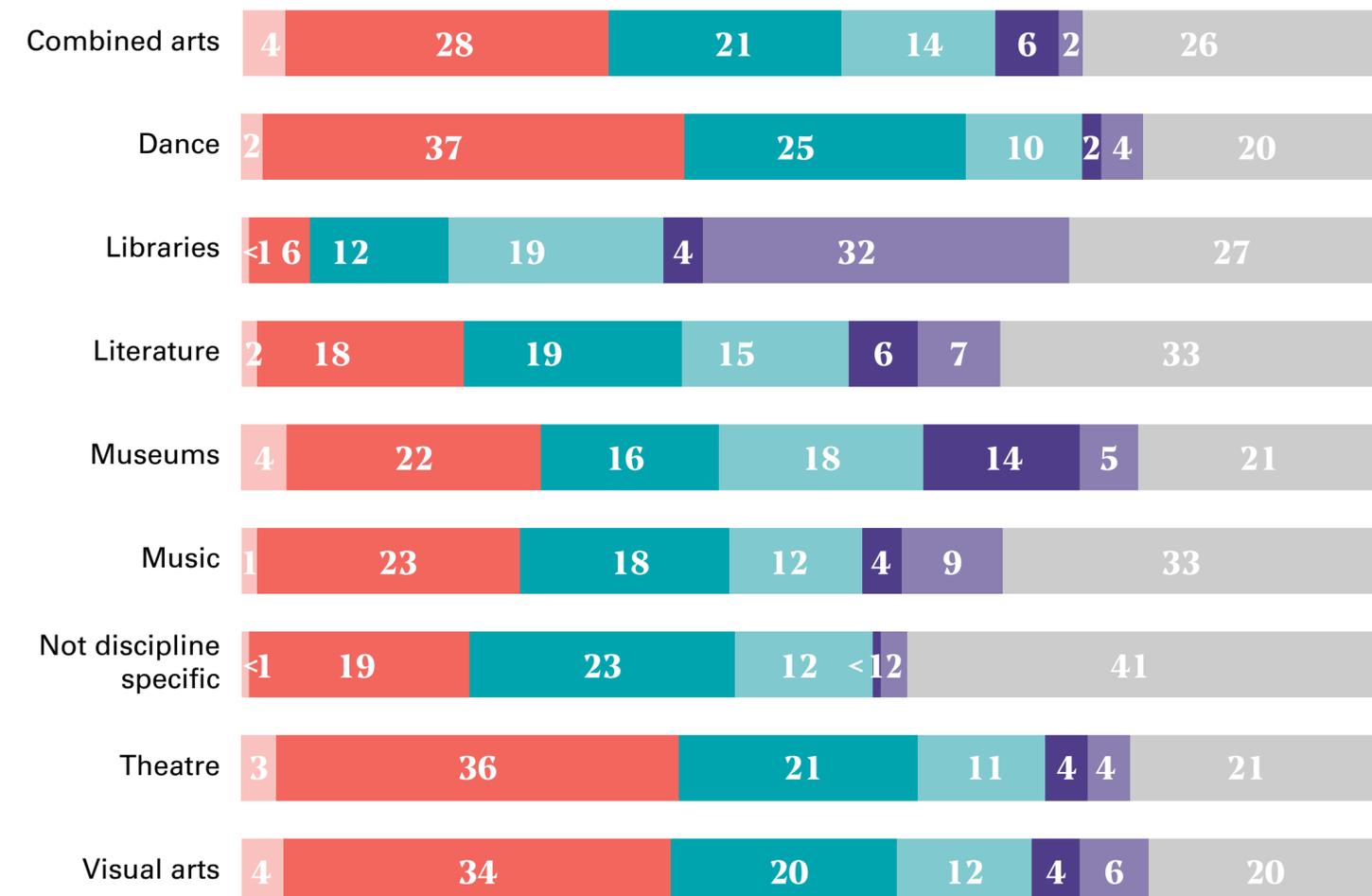
Ethnicity, all staff (percentage)

White White other BME Prefer not to say Not known



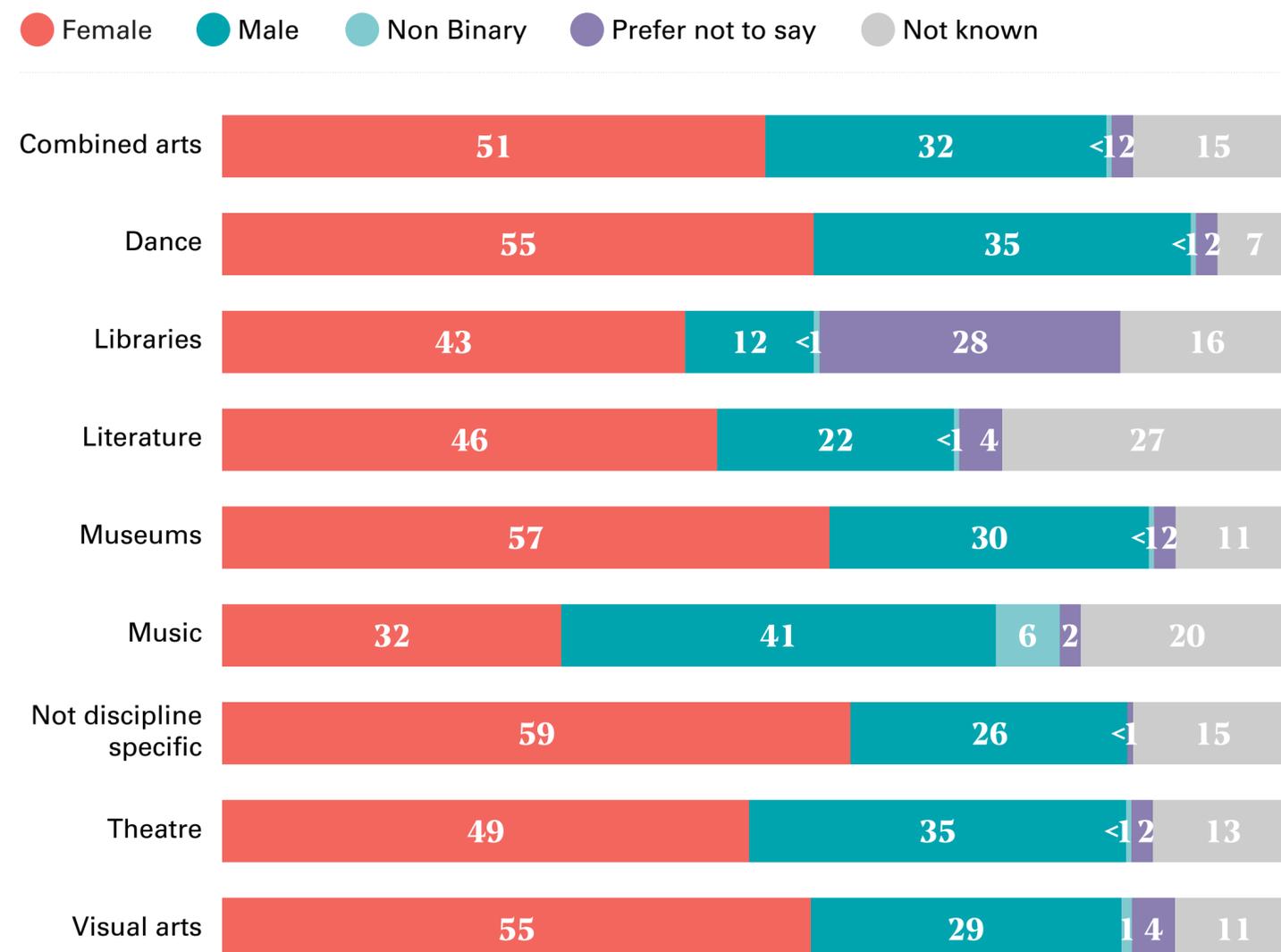
Age, all staff (percentage)

0-19 20-34 35-49 50-64 65+ Prefer not to say Not known

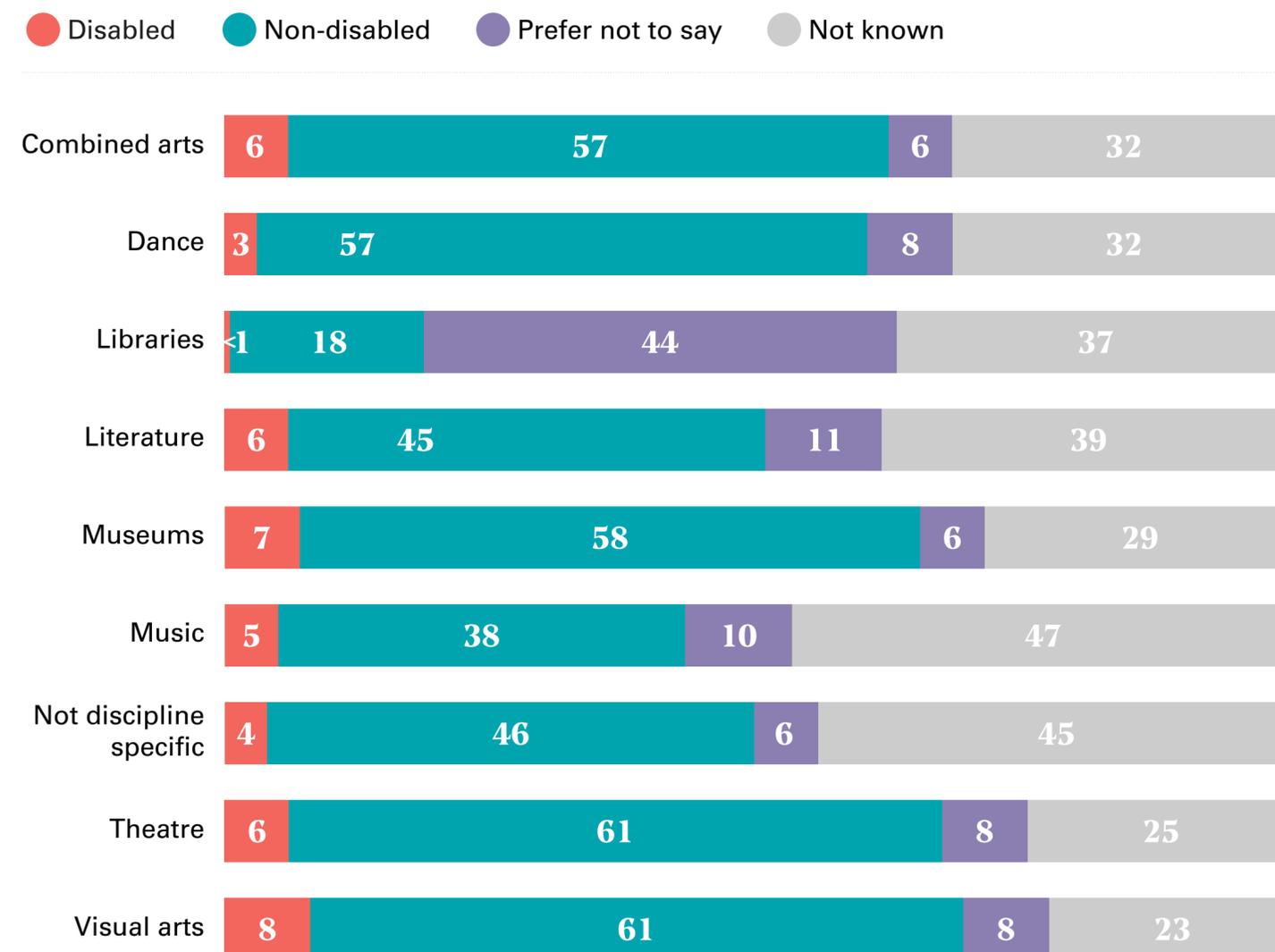


Disciplines

Gender, all staff (percentage)



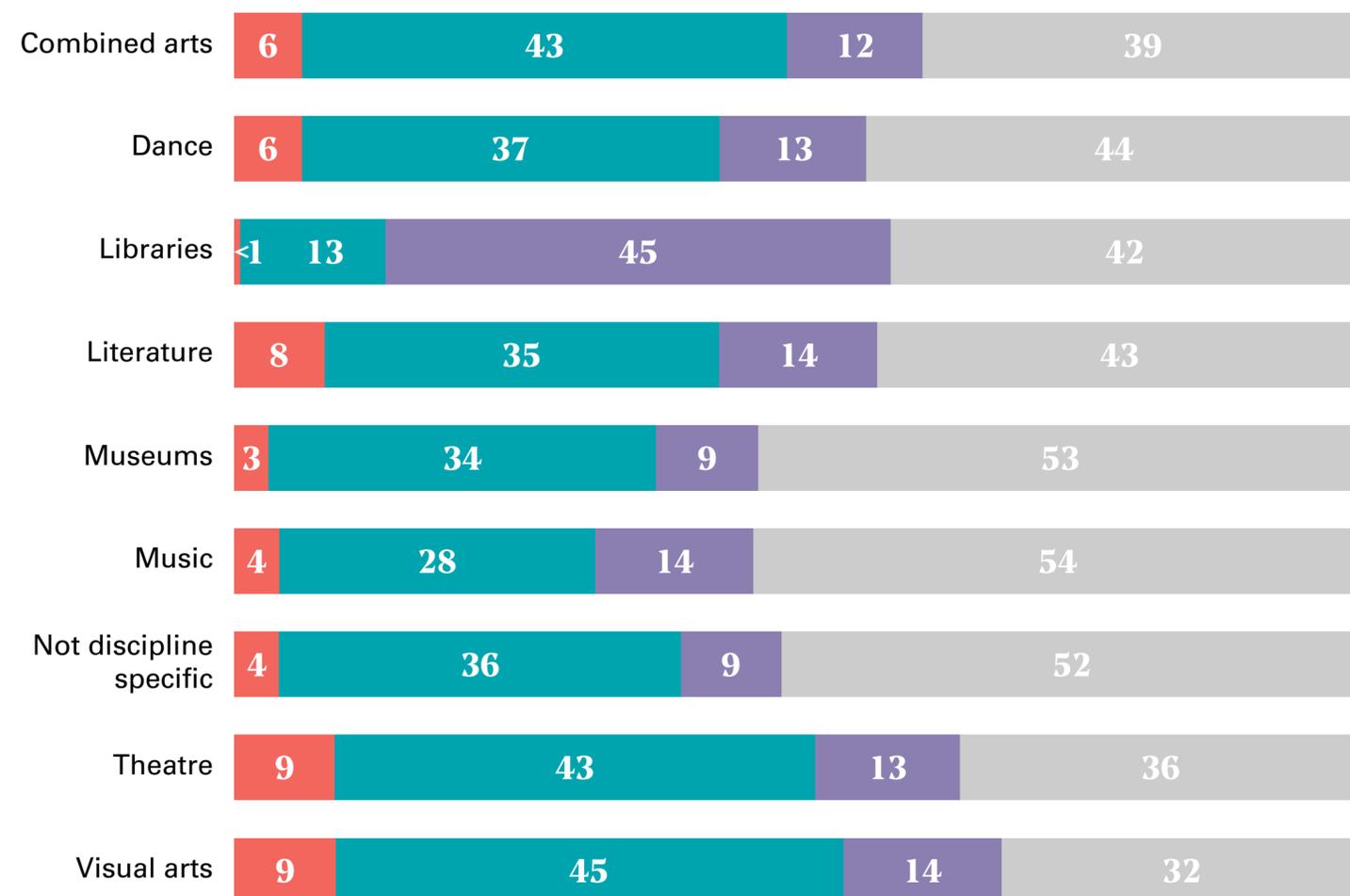
Disability, all staff (percentage)



Disciplines

Sexual orientation, all staff (percentage)

● LGBT
 ● Straight
 ● Prefer not to say
 ● Not known

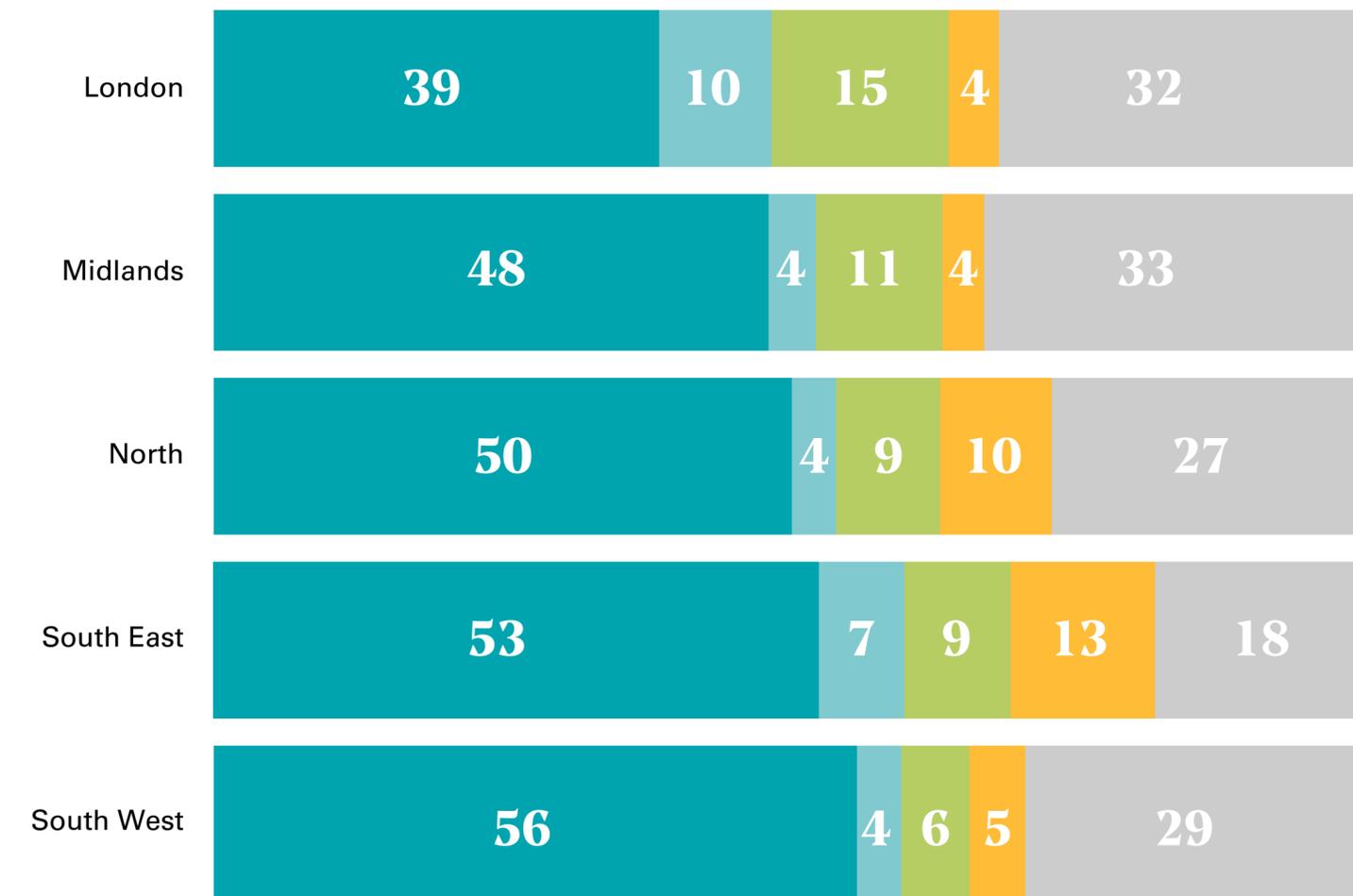


Areas

For the first time we are including the breakdown in workforce data for NPOs against discipline, Arts Council Areas and Bands.

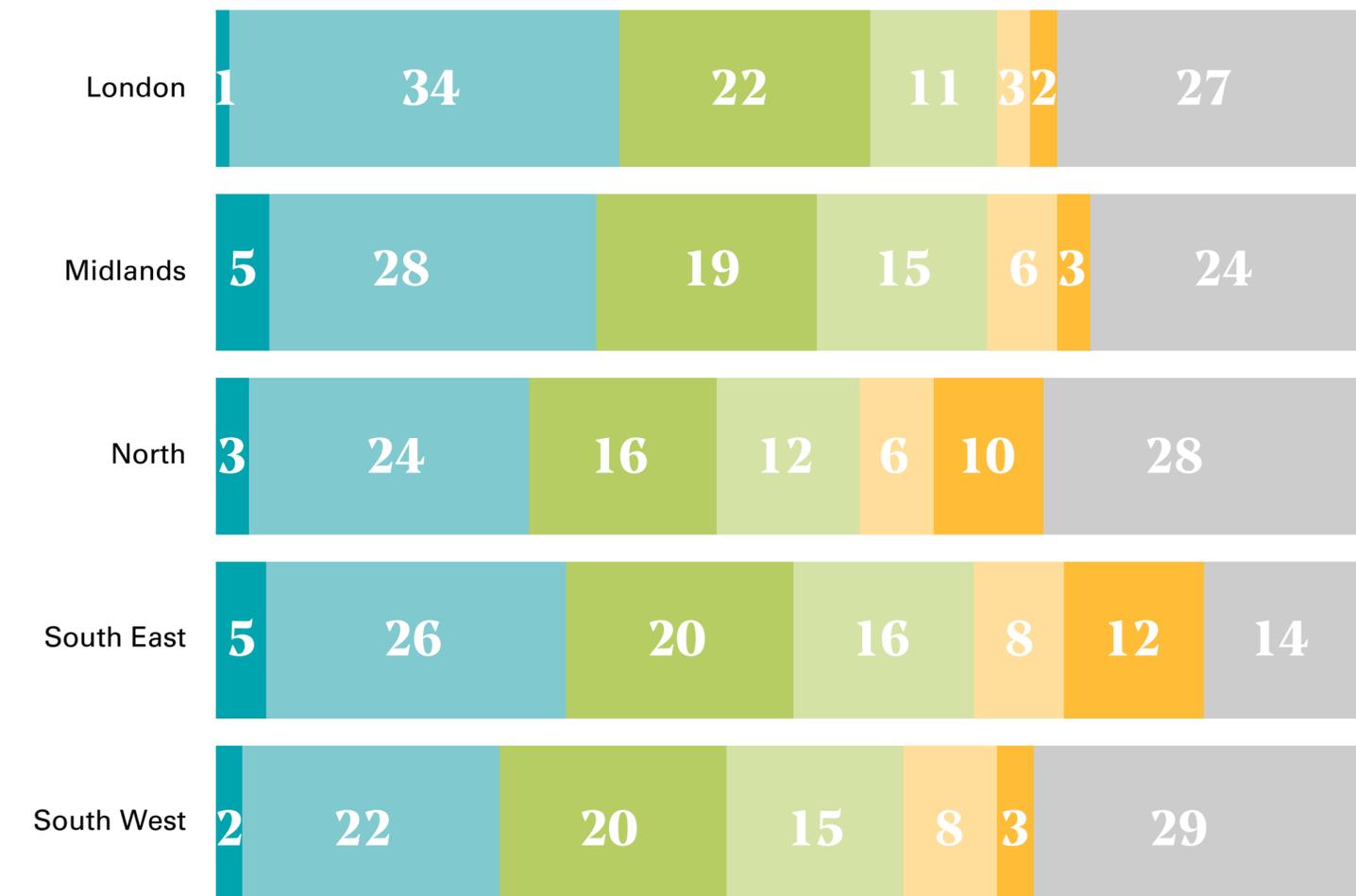
Ethnicity, all staff (percentage)

White White other BME Prefer not to say Not known



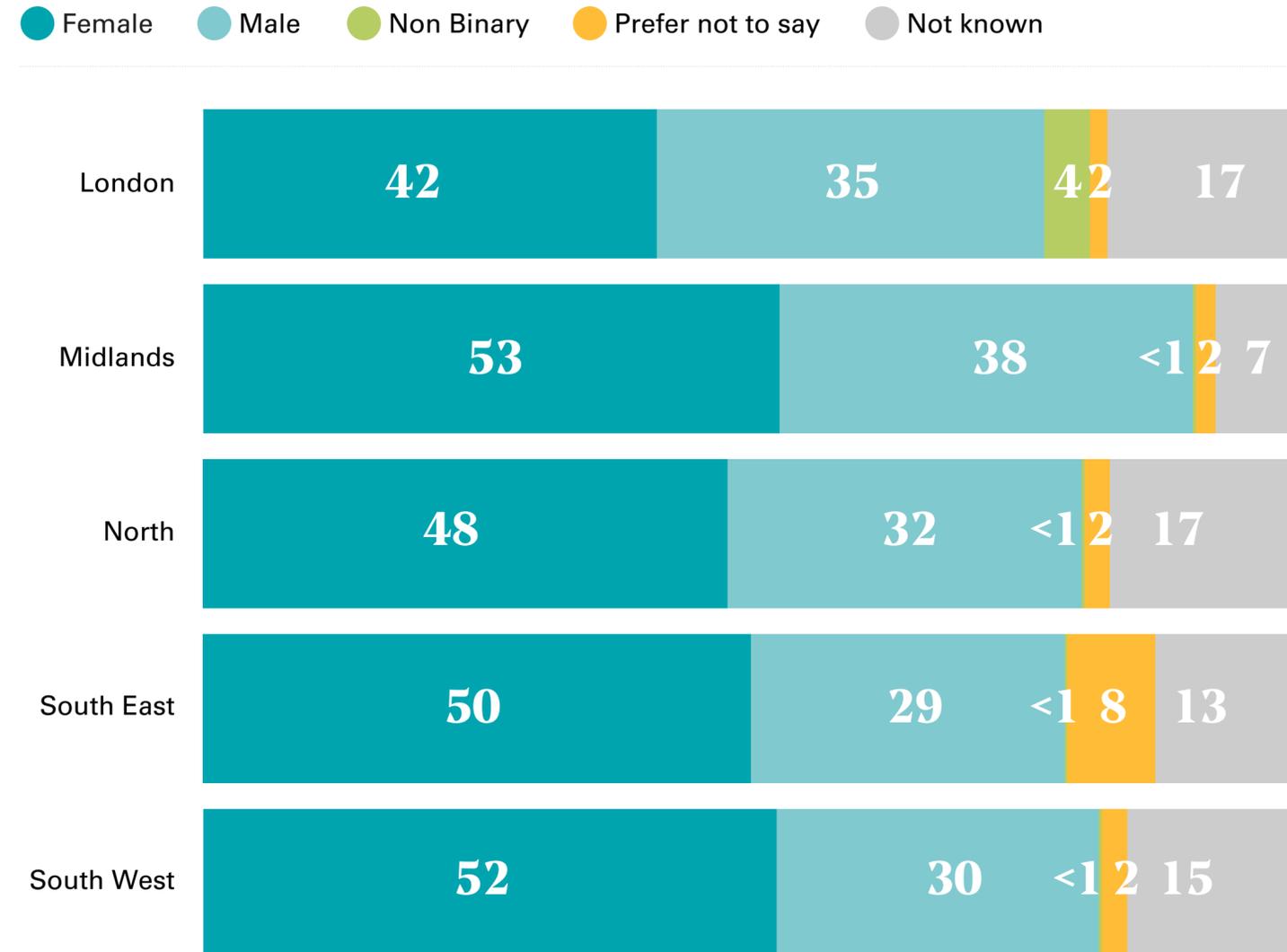
Age, all staff (percentage)

0-19 20-34 35-49 50-64 65+ Prefer not to say Not known

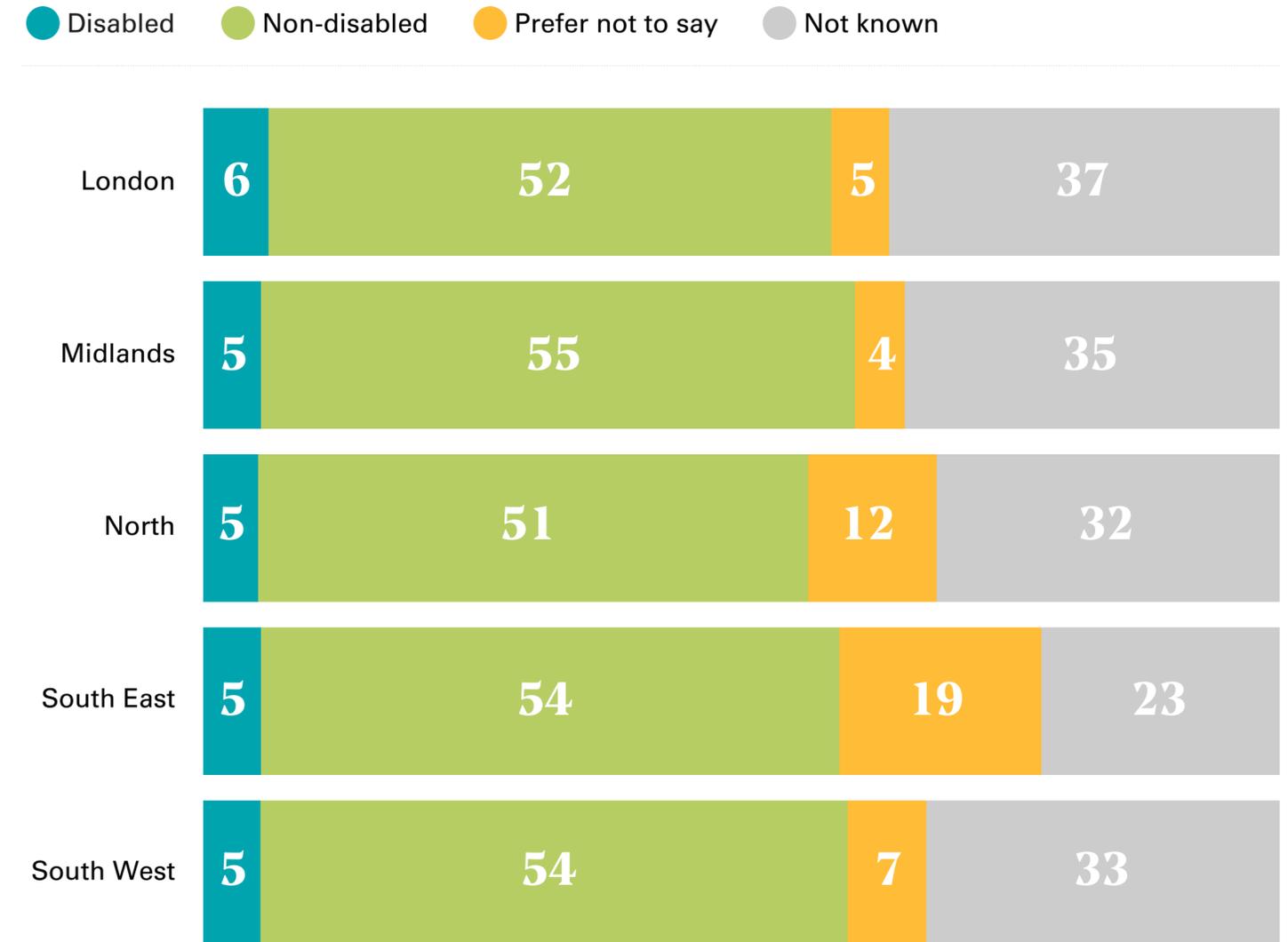


Areas

Gender, all staff (percentage)



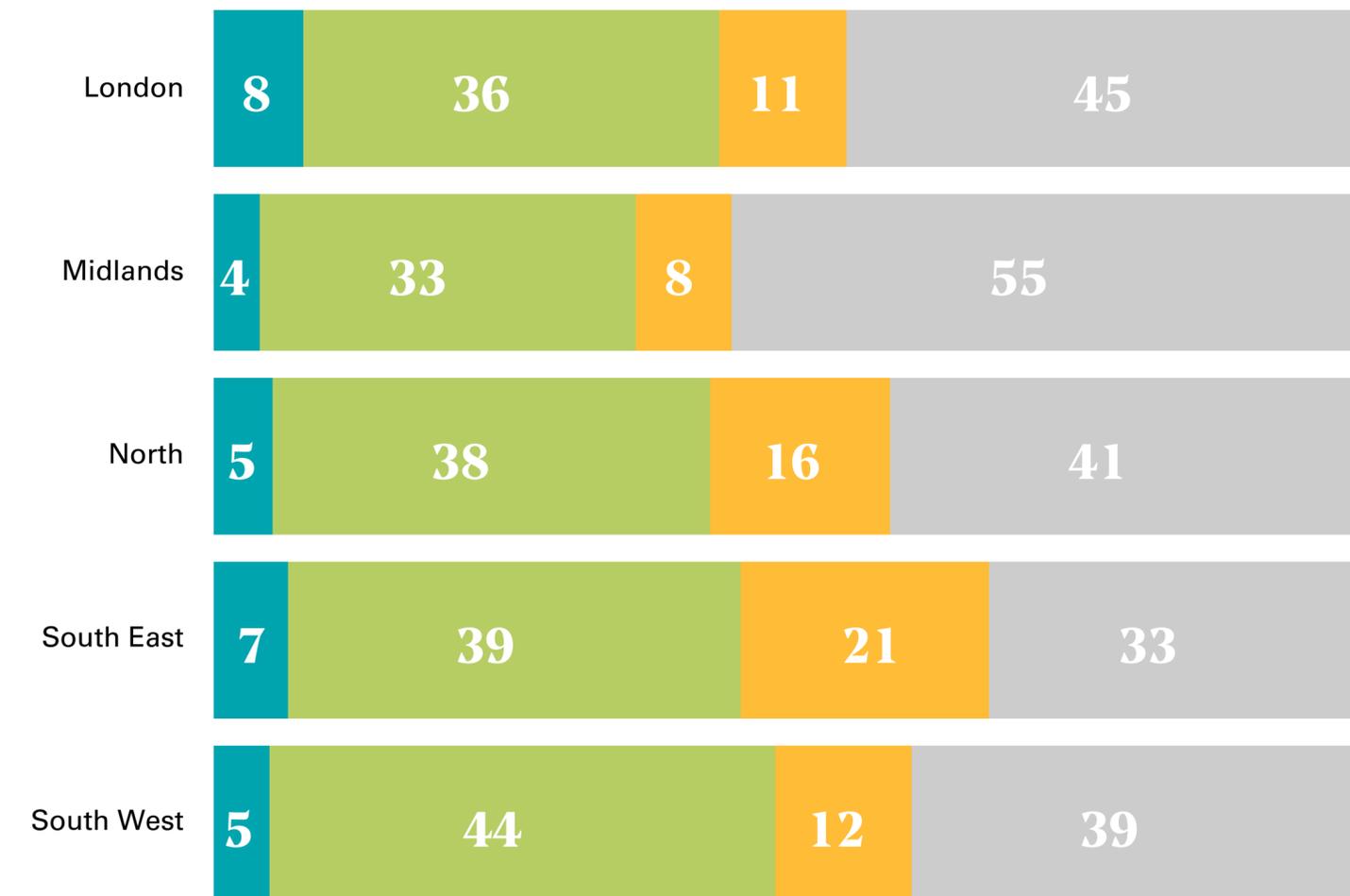
Disability, all staff (percentage)



Areas

Sexual orientation, all staff (percentage)

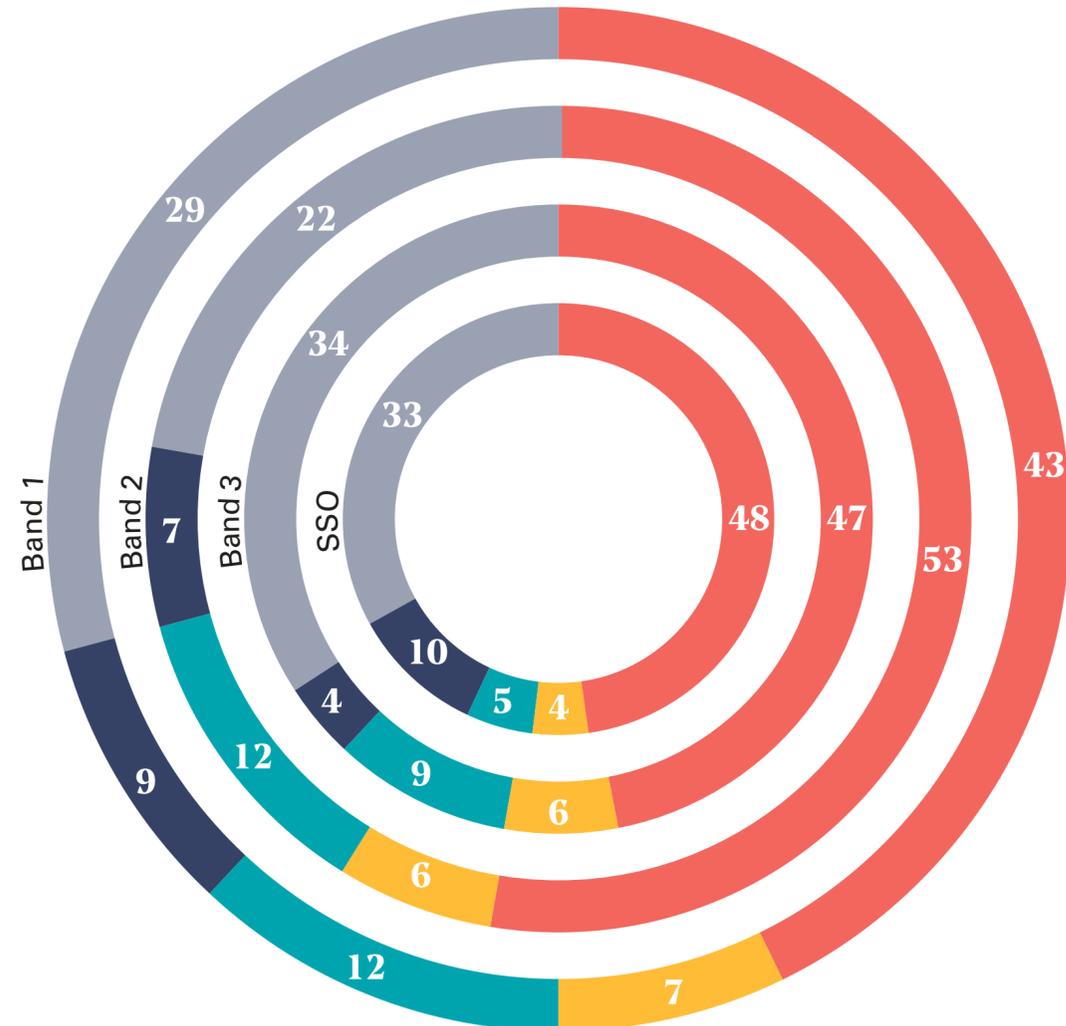
● LGBT ● Straight ● Prefer not to say ● Not known



Bands

Ethnicity (percentage)

White White other BME Prefer not to say Not known



Age (percentage)

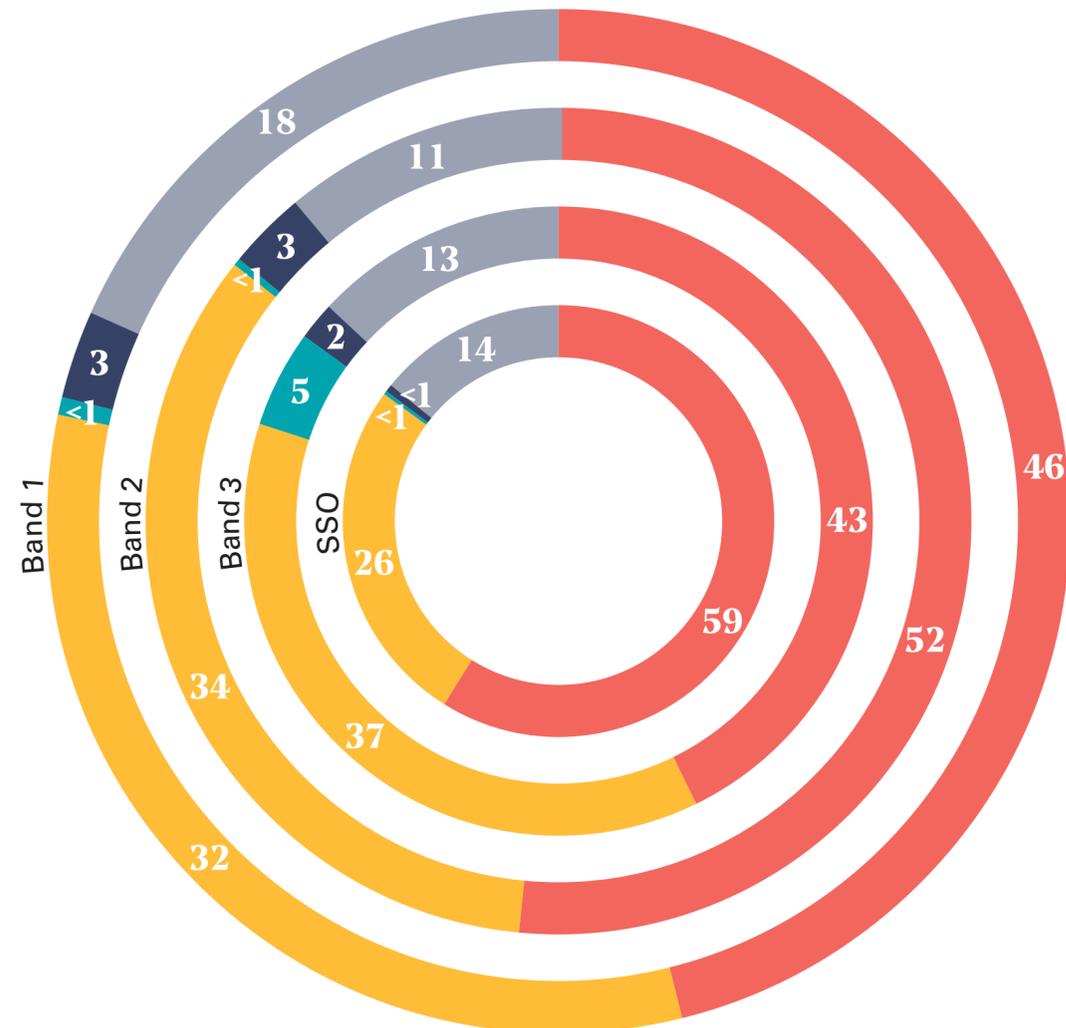
0-19 20-34 35-49 50-64 65+ Prefer not to say Not known



Bands

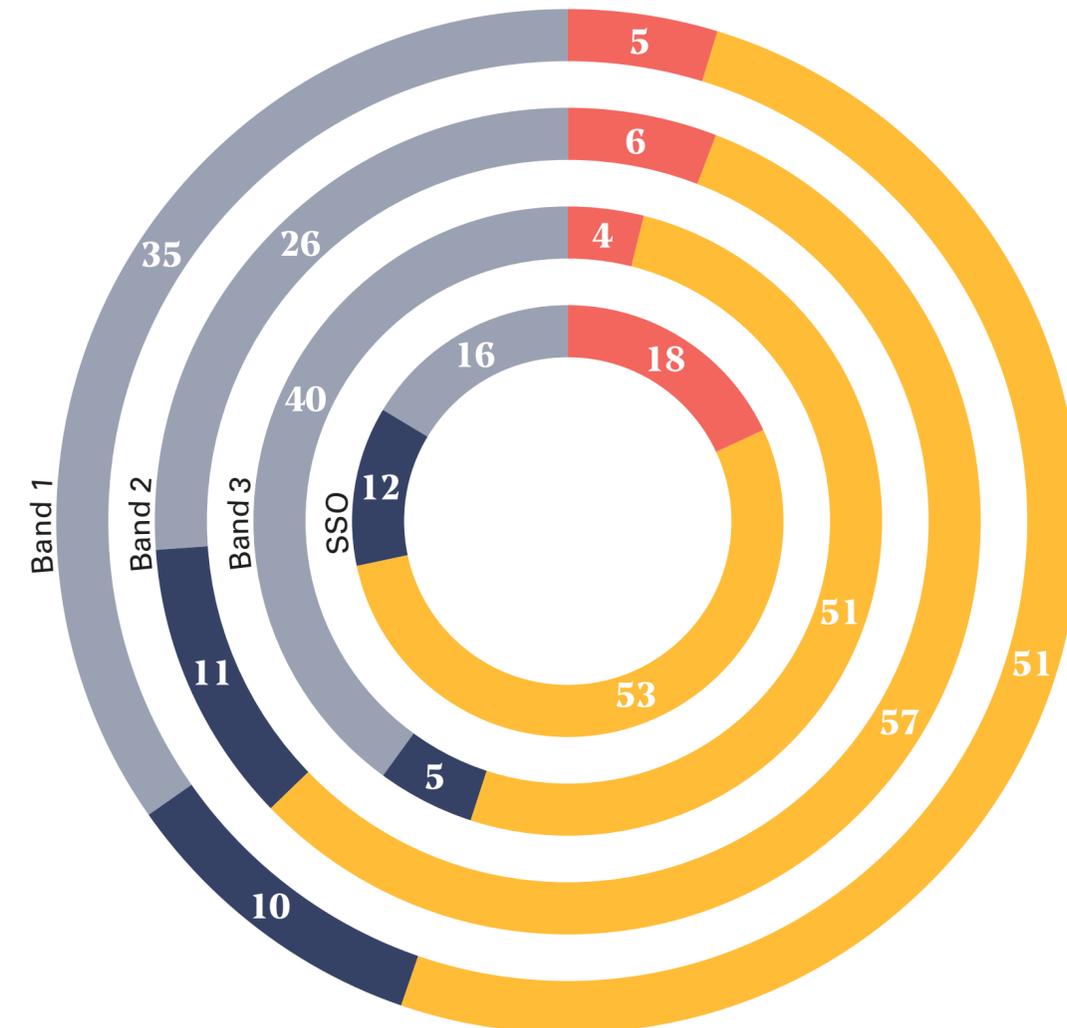
Gender (percentage)

Female Male Non Binary Prefer not to say Not known



Disability (percentage)

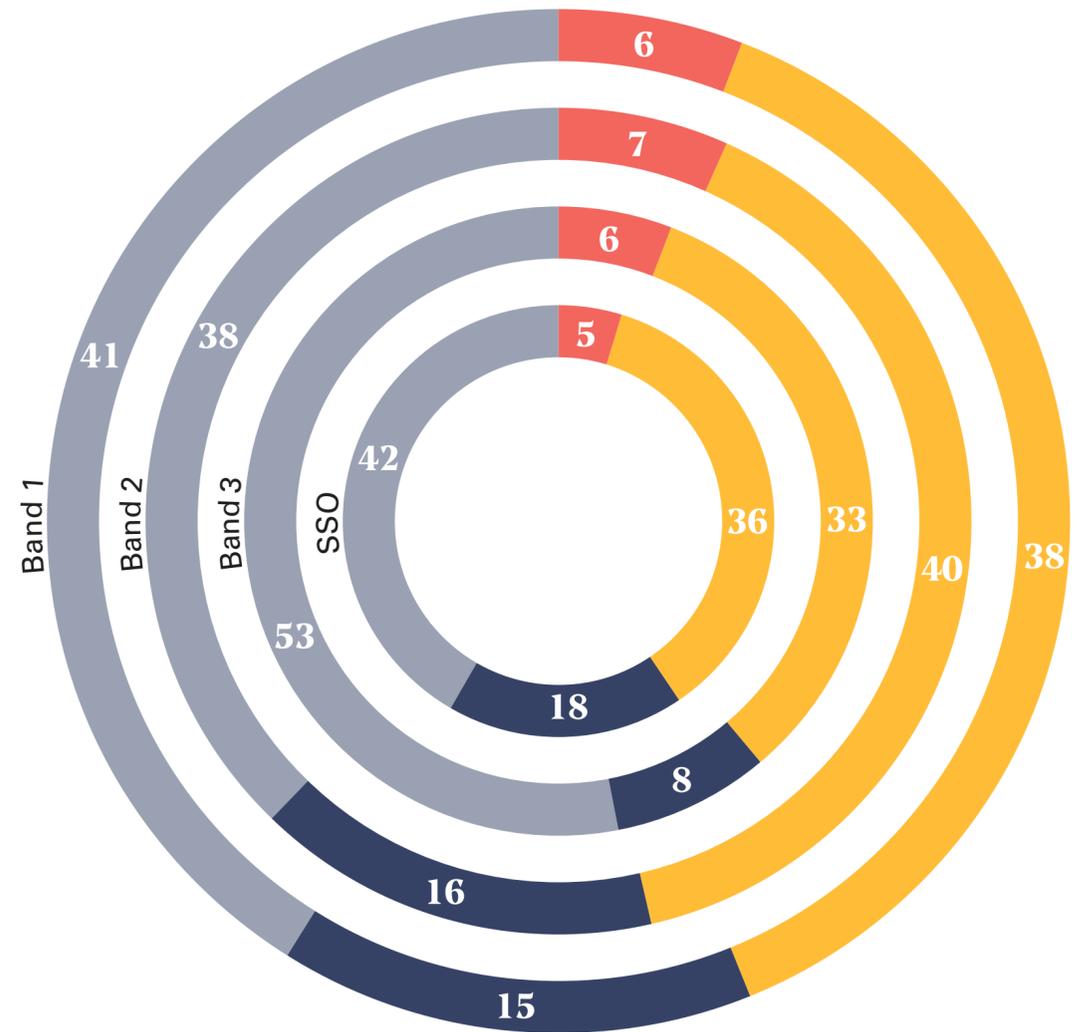
Disabled Non-disabled Prefer not to say Not known



Bands

Sexual orientation (percentage)

● LGBT
 ● Straight
 ● Prefer not to say
 ● Not known

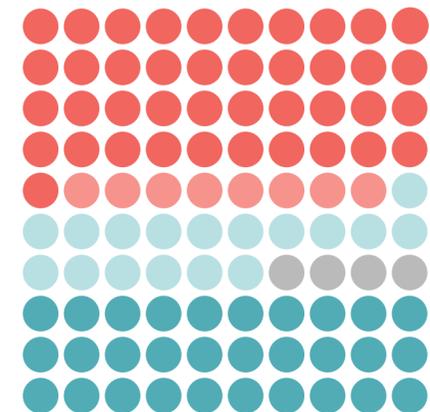


Ethnicity representation by job level

Ethnicity of staff at different job levels, National Portfolio Organisations: All paid staff (2018-19)

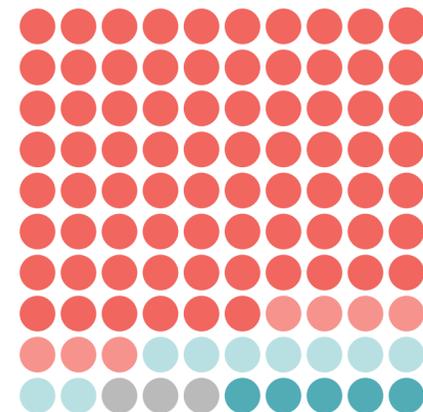
● White
 ● White other
 ● BME
 ● Prefer not to say
 ● Not known

Artists



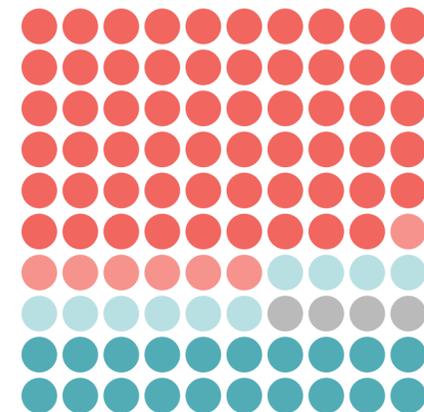
White	41%
White other	8%
BME	17%
Prefer not to say	4%
Not known	30%

Managers



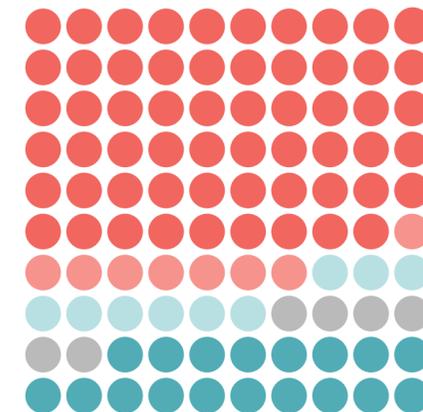
White	76%
White other	7%
BME	9%
Prefer not to say	3%
Not known	5%

Specialist



White	59%
White other	7%
BME	10%
Prefer not to say	4%
Not known	20%

Other



White	59%
White other	8%
BME	9%
Prefer not to say	6%
Not known	19%



Totals

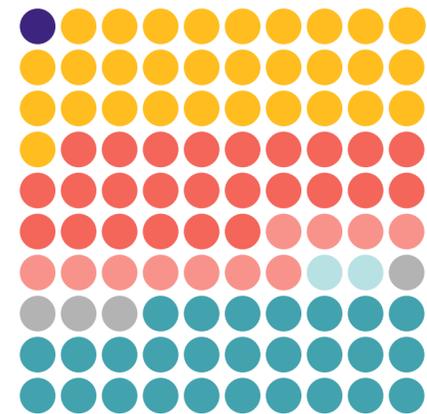
White	White other	BME	Prefer not to say	Not known
52%	8%	13%	5%	23%

Age representation by job level

Age of staff at different job levels, National Portfolio Organisations: All paid staff (2018-19)

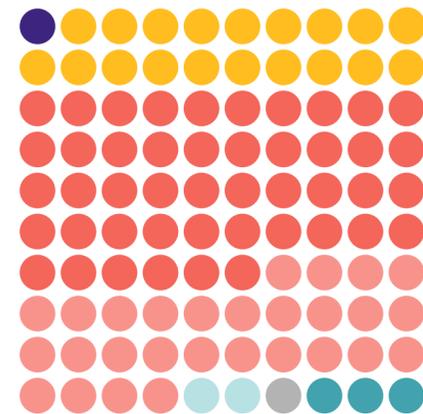
0-19 20-34 35-49 50-64 65+ Prefer not to say Not known

Artists



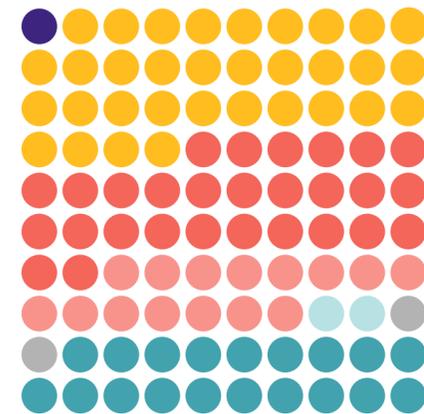
0-19	1%
20-34	29%
35-49	25%
50-64	11%
65+	2%
Prefer not to say	4%
Not known	27%

Managers



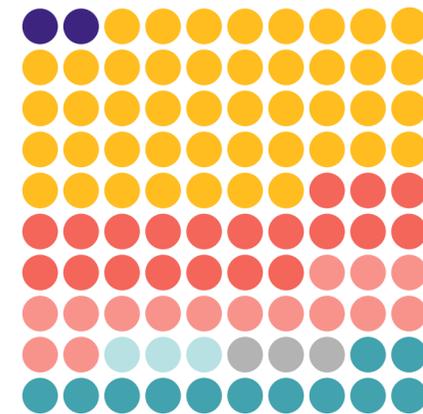
0-19	<1%
20-34	19%
35-49	46%
50-64	30%
65+	2%
Prefer not to say	1%
Not known	3%

Specialist



0-19	<1%
20-34	31%
35-49	30%
50-64	15%
65+	2%
Prefer not to say	2%
Not known	19%

Other



0-19	2%
20-34	43%
35-49	20%
50-64	15%
65+	3%
Prefer not to say	3%
Not known	12%



Totals

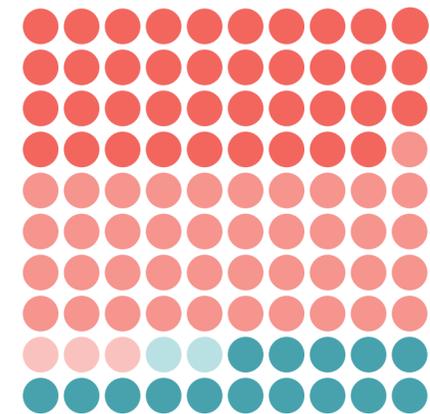
0-19	20-34	35-49	50-64	65+	Prefer not to say	Not known
1%	34%	25%	14%	2%	4%	20%

Gender representation by job level

Gender of staff at different job levels, National Portfolio Organisations: All paid staff (2018-19)

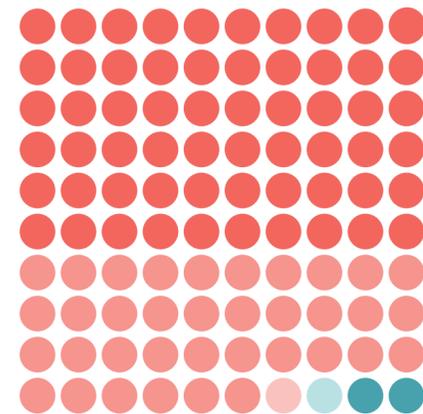
Female Male Non Binary Prefer not to say Not known

Artists



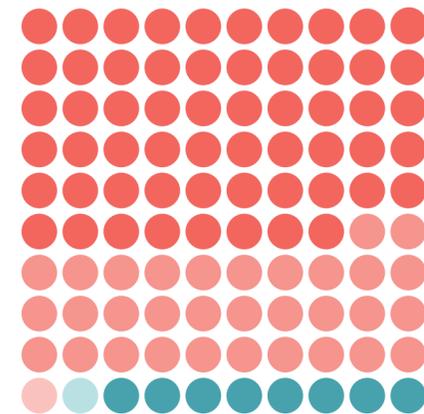
Female	39%
Male	41%
Non-Binary	3%
Prefer not to	2%
Not known	15%

Managers



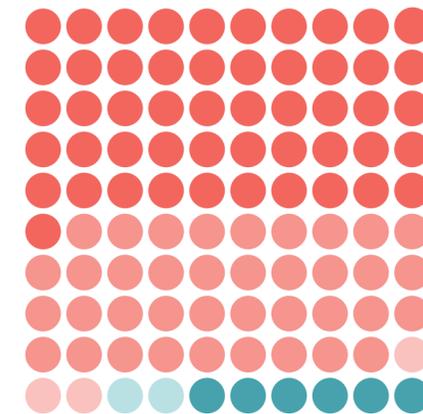
Female	60%
Male	37%
Non-Binary	<1%
Prefer not to	<1%
Not known	2%

Specialist



Female	58%
Male	32%
Non-Binary	<1%
Prefer not to	1%
Not known	8%

Other



Female	51%
Male	37%
Non-Binary	3%
Prefer not to	2%
Not known	6%



Totals

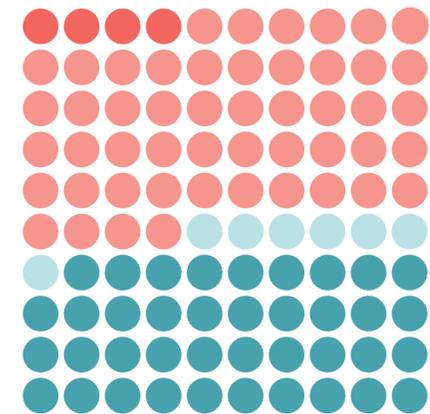
Female	Male	Non Binary	Prefer not to say	Not known
47%	38%	2%	2%	10%

Disability representation by job level

Disabled staff at different job levels, National Portfolio Organisations: All paid staff (2018-19)

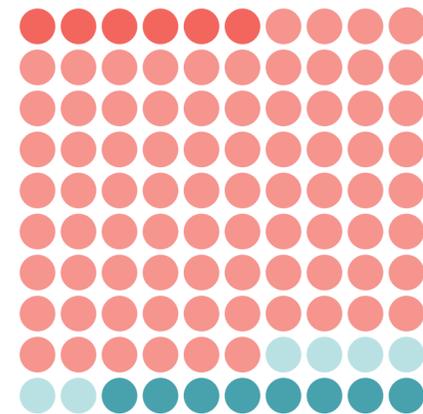
● Disabled ● Non-disabled ● Prefer not to say ● Not known

Artists



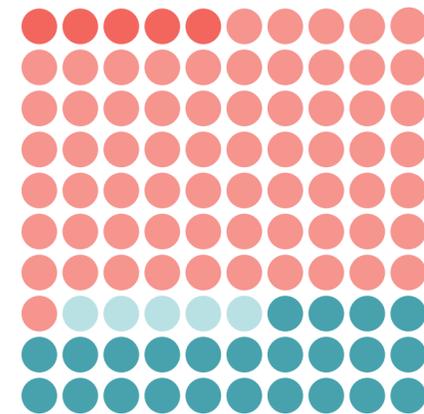
Disabled	4%
Non-disabled	50%
Prefer not to say	7%
Not known	39%

Managers



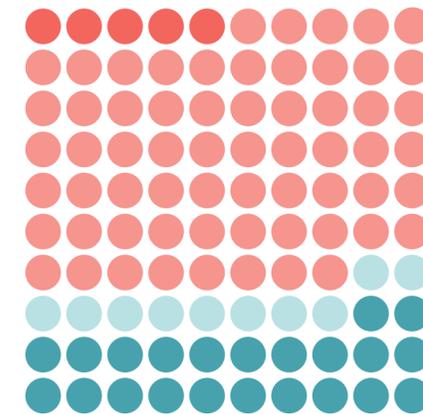
Disabled	6%
Non-disabled	79%
Prefer not to say	6%
Not known	8%

Specialist



Disabled	5%
Non-disabled	66%
Prefer not to say	5%
Not known	24%

Other



Disabled	5%
Non-disabled	63%
Prefer not to say	10%
Not known	22%

Totals

Disabled	Non-disabled	Prefer not to say	Not known
5%	58%	8%	29%

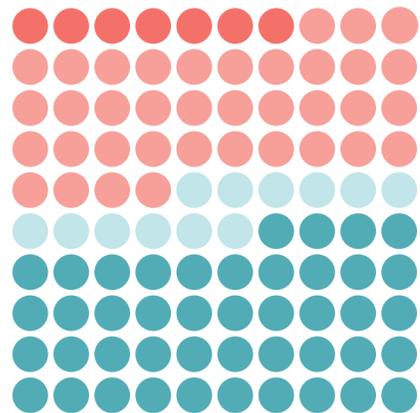


LGBT representation by job level

Sexual orientation of staff at different job levels, National Portfolio Organisations: All paid staff (2018-19)

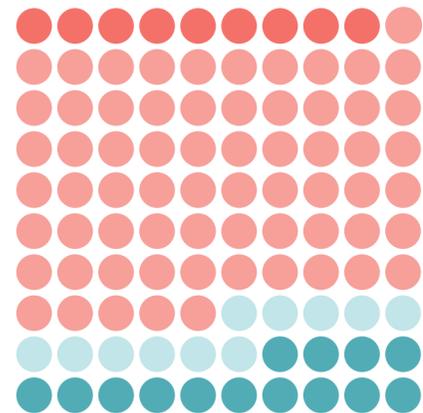
● LGBT ● Straight ● Prefer not to say ● Not known

Artists



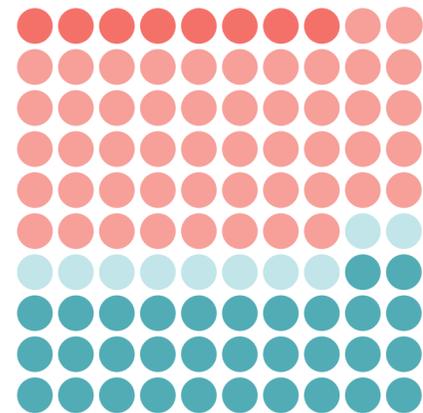
LGBT	7%
Straight	37%
Prefer not to say	12%
Not known	44%

Managers



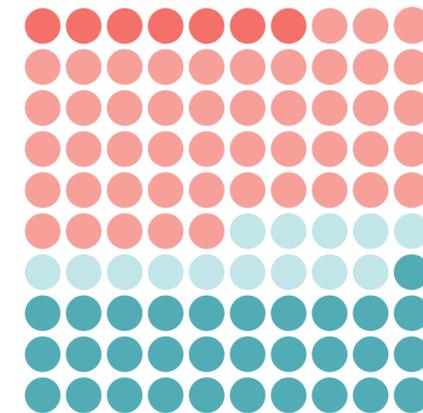
LGBT	9%
Straight	65%
Prefer not to say	11%
Not known	14%

Specialist



LGBT	8%
Straight	50%
Prefer not to say	10%
Not known	32%

Other



LGBT	7%
Straight	47%
Prefer not to say	14%
Not known	31%



Totals

LGBT	Straight	Prefer not to say	Not known
7%	44%	13%	36%

Diversity in larger organisations, 2017-18

In addition to aggregated figures for all NPOs, we also report on the individual diversity of each organisation that employs more than 50 permanent staff.

Note, this data relates to the last year of the 2015-2018 National Portfolio as we publish this data a year later for confidentiality purposes.

The following data tables are all based on total permanent staff figures.



Table 1: Gender and ethnicity

Organisation name	Female	Male	Non-Binary	Prefer not to say	Not known	White	White Other	BME	Prefer not to say	Not known
Aldeburgh Music	61%	39%	0%	0%	0%	85%	9%	6%	0%	0%
Almeida Theatre Company Ltd	67%	33%	0%	0%	0%	79%	4%	16%	0%	1%
Baltic Centre For Contemporary Arts	52%	30%	0%	17%	0%	76%	5%	0%	20%	0%
Barbican Centre	50%	50%	0%	0%	0%	67%	12%	11%	0%	10%
Battersea Arts Centre	61%	37%	1%	0%	0%	60%	8%	29%	3%	0%
Beamish The Living Museum of the North	50%	50%	0%	0%	0%	65%	1%	0%	0%	34%
Belgrade Theatre Trust (Coventry) Limited	58%	40%	0%	2%	0%	87%	4%	9%	1%	0%
Birmingham Museums Trust	61%	39%	0%	0%	0%	58%	5%	17%	3%	17%
Birmingham Repertory Theatre Limited	60%	40%	0%	0%	0%	65%	8%	28%	0%	0%
Birmingham Royal Ballet	52%	48%	0%	0%	0%	74%	13%	13%	0%	0%
Black Country Living Museum	54%	46%	0%	0%	0%	0%	0%	0%	0%	100%

Organisation name	Female	Male	Non-Binary	Prefer not to say	Not known	White	White Other	BME	Prefer not to say	Not known
Bournemouth Symphony Orchestra	41%	18%	1%	2%	38%	57%	1%	0%	5%	38%
Brighton Dome and Festival Ltd	64%	36%	0%	0%	0%	76%	7%	2%	8%	8%
Bristol Music Trust	40%	42%	0%	0%	18%	41%	3%	2%	0%	55%
Bristol Old Vic And Theatre Royal Trust Limited	60%	39%	1%	0%	0%	88%	4%	7%	0%	0%
Bristol's Museums, Galleries & Archives (BMGA)	66%	34%	0%	0%	0%	83%	8%	5%	0%	5%
Chester Performs	54%	46%	0%	0%	0%	89%	3%	8%	0%	0%
Chichester Festival Theatre	66%	34%	0%	0%	0%	74%	1%	4%	4%	17%
City Of Birmingham Symphony Orchestra	56%	44%	0%	0%	0%	63%	8%	3%	1%	25%
Colchester Mercury Theatre Limited	66%	34%	0%	0%	0%	69%	0%	5%	0%	26%
Corn Exchange (Newbury) Trust	60%	38%	0%	1%	0%	58%	9%	0%	1%	32%
De La Warr Pavilion Charitable Trust	49%	51%	0%	0%	0%	79%	3%	1%	1%	16%
Derby Museums	67%	33%	0%	0%	0%	85%	4%	3%	7%	0%
Derby Quad Limited	58%	42%	0%	0%	0%	89%	5%	6%	0%	0%

Organisation name	Female	Male	Non-Binary	Prefer not to say	Not known	White	White Other	BME	Prefer not to say	Not known
Derby Theatre	60%	33%	0%	4%	2%	89%	4%	7%	0%	0%
Design Museum Ltd	57%	43%	0%	0%	0%	32%	10%	0%	15%	42%
Donmar Warehouse Projects Ltd	61%	39%	0%	0%	0%	71%	13%	13%	3%	0%
English National Ballet	55%	45%	0%	0%	0%	53%	23%	14%	0%	10%
English Stage Company Ltd	61%	35%	0%	4%	0%	64%	13%	14%	6%	3%
Farnham Maltings Association Ltd	81%	19%	0%	0%	0%	98%	2%	0%	0%	0%
Glyndebourne Touring Opera and Glyndebourne Education	59%	41%	0%	0%	0%	86%	5%	2%	0%	6%
Greater Manchester Arts Centre Ltd	62%	38%	0%	0%	0%	77%	6%	18%	0%	0%
Halle Concerts Society	52%	48%	0%	0%	0%	80%	17%	3%	0%	0%
Horniman Museum & Gardens	62%	38%	0%	0%	0%	65%	12%	19%	2%	1%
Hull City Council	63%	37%	0%	0%	0%	90%	1%	2%	4%	3%
Hull Truck Theatre	41%	59%	0%	0%	0%	95%	3%	2%	0%	0%
Institute of Contemporary Arts	30%	23%	1%	9%	37%	36%	12%	9%	5%	37%

Organisation name	Female	Male	Non-Binary	Prefer not to say	Not known	White	White Other	BME	Prefer not to say	Not known
Ironbridge Gorge Museum Trust	60%	40%	0%	0%	0%	97%	2%	1%	0%	0%
Leeds Museums and Galleries	62%	38%	0%	0%	0%	74%	6%	9%	10%	0%
Leeds Theatre Trust Limited	49%	23%	1%	2%	25%	63%	6%	6%	0%	25%
Leicester Arts Centre Ltd	42%	56%	3%	0%	0%	87%	4%	9%	0%	0%
Leicester Theatre Trust Limited	53%	47%	0%	0%	0%	80%	5%	15%	0%	0%
Liverpool Everyman & Playhouse	54%	46%	0%	0%	0%	69%	10%	4%	11%	6%
London Symphony Orchestra	57%	43%	0%	0%	0%	71%	15%	4%	10%	0%
Lyric Theatre Hammersmith	56%	42%	0%	2%	0%	74%	2%	24%	0%	0%
Manchester City Galleries	35%	14%	0%	51%	0%	44%	4%	0%	52%	0%
Midlands Arts Centre	57%	42%	0%	0%	0%	69%	9%	16%	0%	6%
Museum of London	65%	35%	0%	0%	0%	75%	16%	8%	0%	0%
National Centre for Circus Arts	58%	42%	0%	0%	0%	45%	1%	12%	0%	41%
National Youth Brass Band of Great Britain	31%	69%	0%	0%	0%	96%	4%	0%	0%	0%

Organisation name	Female	Male	Non-Binary	Prefer not to say	Not known	White	White Other	BME	Prefer not to say	Not known
Norfolk Museums Service	63%	37%	0%	0%	0%	73%	1%	2%	0%	24%
North Kesteven District Council	84%	16%	0%	0%	0%	85%	8%	2%	5%	0%
North Music Trust	51%	49%	0%	0%	0%	64%	4%	2%	0%	31%
Northampton Theatres Trust	43%	55%	0%	1%	0%	85%	4%	5%	5%	0%
Northern Ballet Limited	58%	42%	0%	0%	0%	57%	12%	14%	17%	0%
Nottingham Contemporary	64%	34%	3%	0%	0%	53%	8%	15%	15%	9%
Nottingham Media Centre Limited	31%	34%	0%	3%	32%	55%	0%	8%	5%	32%
Nottingham Playhouse Trust Limited	61%	39%	0%	0%	0%	90%	2%	9%	0%	0%
Nuffield Theatre	49%	49%	0%	2%	0%	75%	2%	9%	13%	0%
Octagon Theatre Trust Limited	74%	26%	0%	0%	0%	84%	0%	7%	8%	1%
Oldham Coliseum Theatre	72%	28%	0%	0%	0%	70%	0%	0%	6%	25%
Opera North	47%	33%	0%	1%	19%	72%	7%	2%	1%	18%
Oxford Playhouse	47%	53%	0%	0%	0%	95%	3%	2%	0%	0%

Organisation name	Female	Male	Non-Binary	Prefer not to say	Not known	White	White Other	BME	Prefer not to say	Not known
Performances Birmingham Ltd	59%	41%	0%	0%	0%	93%	3%	4%	0%	0%
Philharmonia Orchestra	47%	47%	0%	3%	2%	70%	17%	7%	3%	2%
Rambert Dance Company	72%	28%	0%	0%	0%	46%	18%	14%	22%	0%
Real Ideas Organisation CIC (Ocean Studios)	67%	33%	0%	0%	0%	69%	7%	6%	0%	19%
Rich Mix	57%	43%	0%	0%	0%	40%	20%	39%	0%	0%
Royal Albert Memorial Museum & Art Gallery	61%	39%	0%	0%	0%	29%	5%	0%	66%	0%
Royal Exchange Theatre	54%	44%	1%	0%	0%	89%	2%	9%	0%	0%
Royal Liverpool Philharmonic Society	47%	53%	0%	0%	0%	72%	6%	3%	1%	18%
Royal National Theatre	49%	49%	0%	1%	0%	66%	10%	11%	3%	10%
Royal Opera House	49%	51%	0%	0%	0%	68%	14%	11%	1%	6%
Royal Pavilion & Museums, Brighton & Hove	59%	41%	0%	0%	0%	82%	5%	3%	9%	1%
Royal Shakespeare Company	57%	43%	0%	0%	0%	85%	8%	3%	4%	0%
Sadler's Wells Trust Ltd	56%	44%	0%	0%	0%	54%	2%	19%	0%	25%

Organisation name	Female	Male	Non-Binary	Prefer not to say	Not known	White	White Other	BME	Prefer not to say	Not known
Salisbury Arts Theatre Ltd	60%	40%	0%	0%	0%	95%	5%	0%	0%	0%
Serpentine Gallery	71%	29%	0%	0%	0%	45%	22%	13%	1%	20%
Sheffield Museums and Galleries Trust	76%	24%	0%	0%	0%	89%	3%	5%	3%	0%
Sheffield Theatres	61%	39%	0%	0%	0%	89%	0%	5%	0%	5%
Soho Theatre Company	54%	46%	0%	0%	0%	42%	16%	11%	1%	30%
South London Gallery	32%	9%	2%	57%	0%	26%	6%	11%	57%	0%
Southbank Centre Limited	63%	36%	0%	0%	1%	62%	12%	21%	4%	1%
Stephen Joseph Theatre	67%	33%	0%	0%	0%	52%	2%	7%	0%	40%
Stoke-On-Trent and North Staffordshire Theatre Trust Limited	68%	32%	0%	0%	0%	98%	1%	1%	0%	0%
The Albany	67%	30%	1%	2%	0%	45%	12%	43%	1%	0%
The Anvil	68%	33%	0%	0%	0%	99%	1%	0%	0%	0%
The Bluecoat	56%	41%	2%	2%	0%	49%	0%	5%	0%	46%

Organisation name	Female	Male	Non-Binary	Prefer not to say	Not known	White	White Other	BME	Prefer not to say	Not known
The Brewery, Kendal	58%	42%	0%	0%	0%	88%	11%	2%	0%	0%
The Courtyard Trust	62%	38%	0%	0%	0%	79%	6%	2%	2%	11%
The Hall for Cornwall Trust	58%	42%	0%	0%	0%	86%	11%	3%	0%	0%
The Hepworth Wakefield	78%	22%	0%	0%	0%	64%	1%	0%	1%	34%
The Lowry Centre Limited	56%	42%	0%	2%	0%	88%	3%	7%	2%	0%
The Roundhouse	66%	34%	0%	0%	0%	71%	13%	14%	2%	0%
The University of Warwick	56%	44%	0%	0%	0%	92%	0%	4%	0%	4%
The Wigmore Hall Trust	48%	34%	1%	17%	0%	57%	16%	10%	17%	0%
Theatre Royal Plymouth	61%	39%	0%	0%	0%	91%	3%	2%	4%	0%
Tyne and Wear Archives and Museums	62%	38%	0%	0%	0%	72%	1%	3%	24%	0%
Tyneside Cinema	39%	51%	4%	4%	1%	82%	1%	8%	6%	3%
Unicorn Theatre for Children	64%	34%	1%	0%	1%	58%	14%	22%	0%	6%
University of Cambridge Museums	69%	31%	0%	0%	0%	70%	15%	5%	0%	10%

Organisation name	Female	Male	Non-Binary	Prefer not to say	Not known	White	White Other	BME	Prefer not to say	Not known
University of Oxford	0%	0%	0%	100%	0%	64%	14%	5%	6%	11%
Watershed Arts Trust Ltd	52%	42%	2%	4%	0%	64%	19%	17%	0%	0%
Welsh National Opera Limited	48%	52%	0%	0%	0%	90%	4%	6%	0%	0%
Whitechapel Gallery	65%	14%	0%	2%	20%	47%	9%	17%	5%	23%
York Museums Trust	65%	35%	0%	0%	0%	93%	5%	2%	0%	0%
York Theatre Royal	46%	23%	0%	5%	26%	60%	5%	5%	4%	26%
Yorkshire Sculpture Park	61%	39%	0%	0%	0%	0%	0%	0%	0%	100%
Young Vic Company	59%	41%	0%	0%	0%	78%	9%	11%	0%	2%

Table 2: Age

Organisation name	0-19	20-34	35-49	50-64	65+	Prefer not to say	Not Known
Aldeburgh Music	0%	36%	21%	36%	7%	0%	0%
Almeida Theatre Company Ltd	0%	66%	24%	7%	0%	0%	3%
Baltic Centre For Contemporary Arts	0%	38%	31%	12%	1%	17%	0%
Barbican Centre	0%	0%	0%	0%	0%	0%	100%
Battersea Arts Centre	0%	60%	37%	3%	0%	0%	0%
Beamish The Living Museum of the North	6%	38%	19%	31%	6%	0%	0%
Belgrade Theatre Trust (Coventry) Limited	2%	37%	24%	22%	7%	6%	3%
Birmingham Museums Trust	2%	37%	33%	25%	3%	0%	0%
Birmingham Repertory Theatre Limited	1%	43%	29%	11%	1%	16%	0%
Birmingham Royal Ballet	1%	45%	27%	25%	2%	0%	0%

Organisation name	0-19	20-34	35-49	50-64	65+	Prefer not to say	Not Known
Black Country Living Museum	1%	19%	28%	32%	20%	0%	0%
Bournemouth Symphony Orchestra	0%	25%	33%	40%	2%	0%	0%
Brighton Dome and Festival Ltd	0%	27%	56%	16%	2%	0%	0%
Bristol Music Trust	0%	24%	29%	26%	3%	0%	18%
Bristol Old Vic And Theatre Royal Trust Limited	2%	60%	34%	4%	1%	0%	0%
Bristol's Museums, Galleries & Archives (BMGA)	0%	18%	45%	35%	2%	0%	0%
Chester Performs	8%	58%	28%	6%	0%	0%	0%
Chichester Festival Theatre	0%	46%	29%	23%	0%	1%	0%
City Of Birmingham Symphony Orchestra	0%	37%	37%	25%	1%	0%	0%
Colchester Mercury Theatre Limited	0%	42%	23%	11%	1%	0%	23%
Corn Exchange (Newbury) Trust	1%	65%	15%	16%	0%	0%	2%
De La Warr Pavilion Charitable Trust	9%	49%	17%	19%	6%	0%	0%
Derby Museums	1%	36%	24%	31%	8%	0%	0%

Organisation name	0-19	20-34	35-49	50-64	65+	Prefer not to say	Not Known
Derby Quad Limited	5%	44%	38%	11%	1%	0%	0%
Derby Theatre	15%	51%	19%	14%	1%	1%	0%
Design Museum Ltd	0%	59%	32%	7%	0%	0%	2%
Donmar Warehouse Projects Ltd	1%	71%	19%	4%	0%	4%	0%
English National Ballet	2%	40%	26%	24%	7%	0%	0%
English Stage Company Ltd	3%	66%	17%	6%	3%	4%	3%
Farnham Maltings Association Ltd	2%	39%	37%	22%	0%	0%	0%
Glyndebourne Touring Opera and Glyndebourne Education	0%	23%	36%	39%	2%	0%	0%
Greater Manchester Arts Centre Ltd	3%	42%	41%	12%	3%	0%	0%
Halle Concerts Society	0%	28%	31%	37%	3%	0%	0%
Horniman Museum & Gardens	0%	34%	42%	23%	1%	0%	0%
Hull City Council	0%	23%	36%	37%	4%	0%	0%
Hull Truck Theatre	2%	67%	15%	10%	3%	2%	2%

Organisation name	0-19	20-34	35-49	50-64	65+	Prefer not to say	Not Known
Institute of Contemporary Arts	0%	40%	20%	2%	1%	0%	37%
Ironbridge Gorge Museum Trust	0%	21%	27%	44%	9%	0%	0%
Leeds Museums and Galleries	2%	26%	35%	38%	0%	0%	0%
Leeds Theatre Trust Limited	1%	33%	29%	11%	1%	0%	25%
Leicester Arts Centre Ltd	3%	60%	23%	9%	5%	0%	0%
Leicester Theatre Trust Limited	1%	59%	29%	9%	1%	0%	0%
Liverpool Everyman & Playhouse	0%	21%	46%	15%	1%	15%	1%
London Symphony Orchestra	0%	65%	16%	16%	3%	0%	0%
Lyric Theatre Hammersmith	4%	58%	26%	8%	0%	4%	0%
Manchester City Galleries	0%	6%	23%	10%	0%	62%	0%
Midlands Arts Centre	0%	44%	32%	22%	1%	0%	0%
Museum of London	0%	38%	38%	22%	1%	0%	0%
National Centre for Circus Arts	2%	50%	37%	10%	1%	0%	0%

Organisation name	0-19	20-34	35-49	50-64	65+	Prefer not to say	Not Known
National Youth Brass Band of Great Britain	0%	16%	64%	16%	0%	0%	4%
Norfolk Museums Service	1%	24%	37%	34%	4%	0%	0%
North Kesteven District Council	2%	43%	31%	23%	2%	0%	0%
North Music Trust	5%	24%	24%	18%	3%	0%	26%
Northampton Theatres Trust	4%	53%	29%	10%	3%	0%	0%
Northern Ballet Limited	2%	64%	22%	11%	1%	0%	0%
Nottingham Contemporary	3%	47%	34%	12%	4%	0%	0%
Nottingham Media Centre Limited	0%	38%	18%	6%	0%	5%	32%
Nottingham Playhouse Trust Limited	0%	51%	27%	17%	4%	1%	0%
Nuffield Theatre	6%	55%	19%	15%	2%	4%	0%
Octagon Theatre Trust Limited	0%	0%	0%	0%	0%	100%	0%
Oldham Coliseum Theatre	0%	34%	19%	8%	2%	4%	34%
Opera North	0%	31%	29%	19%	2%	0%	18%

Organisation name	0-19	20-34	35-49	50-64	65+	Prefer not to say	Not Known
Oxford Playhouse	2%	57%	19%	19%	3%	0%	0%
Performances Birmingham Ltd	0%	39%	38%	23%	0%	0%	0%
Philharmonia Orchestra	0%	38%	31%	21%	5%	3%	2%
Rambert Dance Company	0%	64%	20%	4%	0%	0%	12%
Real Ideas Organisation CIC (Ocean Studios)	0%	50%	44%	6%	0%	0%	0%
Rich Mix	0%	76%	18%	4%	0%	0%	2%
Royal Albert Memorial Museum & Art Gallery	0%	6%	13%	11%	0%	6%	63%
Royal Exchange Theatre	1%	44%	36%	18%	2%	0%	0%
Royal Liverpool Philharmonic Society	3%	54%	26%	15%	1%	0%	0%
Royal National Theatre	0%	39%	34%	25%	2%	0%	0%
Royal Opera House	1%	35%	33%	28%	4%	0%	0%
Royal Pavilion & Museums, Brighton & Hove	1%	14%	45%	36%	5%	0%	0%
Royal Shakespeare Company	3%	37%	31%	25%	5%	0%	0%

Organisation name	0-19	20-34	35-49	50-64	65+	Prefer not to say	Not Known
Sadler's Wells Trust Ltd	1%	46%	27%	10%	0%	0%	17%
Salisbury Arts Theatre Ltd	0%	24%	38%	38%	0%	0%	0%
Serpentine Gallery	0%	64%	33%	1%	1%	0%	0%
Sheffield Museums and Galleries Trust	1%	20%	44%	36%	0%	0%	0%
Sheffield Theatres	1%	39%	29%	29%	2%	0%	0%
Soho Theatre Company	1%	65%	30%	4%	0%	0%	0%
South London Gallery	2%	32%	6%	4%	0%	57%	0%
Southbank Centre Limited	0%	51%	30%	16%	3%	0%	0%
Stephen Joseph Theatre	2%	27%	23%	7%	2%	0%	40%
Stoke-On-Trent and North Staffordshire Theatre Trust Limited	1%	35%	38%	25%	1%	0%	0%
The Albany	2%	68%	23%	6%	1%	0%	0%
The Anvil	3%	30%	28%	32%	8%	0%	0%
The Bluecoat	2%	27%	14%	8%	2%	0%	48%

Organisation name	0-19	20-34	35-49	50-64	65+	Prefer not to say	Not Known
The Brewery, Kendal	2%	31%	31%	32%	5%	0%	0%
The Courtyard Trust	7%	49%	19%	23%	2%	0%	0%
The Hall for Cornwall Trust	3%	32%	30%	27%	8%	0%	0%
The Hepworth Wakefield	0%	57%	22%	18%	3%	0%	0%
The Lowry Centre Limited	1%	53%	28%	9%	2%	7%	0%
The Roundhouse	0%	61%	26%	11%	0%	1%	0%
The University of Warwick	0%	21%	44%	31%	4%	0%	0%
The Wigmore Hall Trust	0%	75%	16%	8%	1%	0%	0%
Theatre Royal Plymouth	7%	44%	24%	21%	4%	0%	0%
Tyne and Wear Archives and Museums	0%	16%	40%	39%	2%	2%	0%
Tyneside Cinema	1%	72%	17%	1%	0%	6%	3%
Unicorn Theatre for Children	1%	40%	17%	4%	0%	0%	39%
University of Cambridge Museums	0%	33%	35%	28%	4%	0%	0%

Organisation name	0-19	20-34	35-49	50-64	65+	Prefer not to say	Not Known
University of Oxford	1%	32%	38%	23%	6%	0%	0%
Watershed Arts Trust Ltd	1%	47%	37%	13%	0%	2%	0%
Welsh National Opera Limited	0%	23%	33%	41%	3%	0%	0%
Whitechapel Gallery	0%	50%	15%	11%	0%	2%	23%
York Museums Trust	1%	40%	29%	27%	3%	0%	0%
York Theatre Royal	0%	28%	33%	9%	2%	2%	26%
Yorkshire Sculpture Park	17%	37%	23%	16%	6%	0%	0%
Young Vic Company	0%	61%	26%	11%	2%	0%	0%

Table 3: Sexual orientation and disability

Organisation name	LGBT	Straight	Prefer not to say	Not known	Disabled	Not disabled	Prefer not to say	Not known
Aldeburgh Music	1%	99%	0%	0%	1%	99%	0%	0%
Almeida Theatre Company Ltd	0%	0%	0%	100%	1%	99%	0%	0%
Baltic Centre For Contemporary Arts	13%	60%	27%	0%	0%	79%	21%	0%
Barbican Centre	9%	65%	7%	19%	3%	83%	0%	14%
Battersea Arts Centre	0%	0%	0%	100%	8%	92%	0%	0%
Beamish The Living Museum of the North	3%	71%	3%	23%	7%	54%	2%	36%
Belgrade Theatre Trust (Coventry) Limited	17%	77%	6%	0%	13%	84%	1%	3%
Birmingham Museums Trust	5%	57%	8%	29%	7%	93%	0%	0%
Birmingham Repertory Theatre Limited	0%	0%	0%	100%	4%	96%	0%	0%
Birmingham Royal Ballet	0%	3%	97%	0%	2%	96%	0%	3%

Organisation name	LGBT	Straight	Prefer not to say	Not known	Disabled	Not disabled	Prefer not to say	Not known
Black Country Living Museum	0%	0%	0%	100%	1%	0%	0%	99%
Bournemouth Symphony Orchestra	3%	52%	6%	39%	6%	49%	6%	40%
Brighton Dome and Festival Ltd	5%	53%	10%	32%	2%	98%	0%	0%
Bristol Music Trust	5%	40%	1%	55%	2%	42%	0%	55%
Bristol Old Vic And Theatre Royal Trust Limited	7%	78%	4%	12%	0%	88%	0%	12%
Bristol's Museums, Galleries & Archives (BMGA)	4%	65%	30%	1%	7%	91%	2%	0%
Chester Performs	1%	93%	6%	0%	8%	90%	1%	0%
Chichester Festival Theatre	12%	68%	5%	15%	7%	70%	9%	15%
City Of Birmingham Symphony Orchestra	3%	67%	5%	25%	6%	66%	3%	25%
Colchester Mercury Theatre Limited	20%	43%	0%	36%	13%	63%	1%	24%
Corn Exchange (Newbury) Trust	5%	60%	1%	33%	0%	86%	0%	14%
De La Warr Pavilion Charitable Trust	1%	56%	3%	40%	4%	72%	7%	16%
Derby Museums	3%	85%	11%	0%	9%	52%	39%	0%

Organisation name	LGBT	Straight	Prefer not to say	Not known	Disabled	Not disabled	Prefer not to say	Not known
Derby Quad Limited	9%	46%	6%	39%	15%	34%	4%	47%
Derby Theatre	15%	78%	7%	0%	20%	77%	4%	0%
Design Museum Ltd	0%	0%	0%	100%	0%	0%	0%	100%
Donmar Warehouse Projects Ltd	16%	51%	33%	0%	7%	77%	16%	0%
English National Ballet	0%	0%	0%	100%	1%	0%	0%	99%
English Stage Company Ltd	18%	69%	11%	3%	2%	87%	8%	3%
Farnham Maltings Association Ltd	0%	0%	0%	100%	0%	0%	0%	100%
Glyndebourne Touring Opera and Glyndebourne Education	0%	0%	0%	100%	2%	98%	0%	0%
Greater Manchester Arts Centre Ltd	3%	0%	0%	97%	3%	97%	0%	0%
Halle Concerts Society	0%	0%	0%	100%	0%	100%	0%	0%
Horniman Museum & Gardens	6%	66%	19%	8%	8%	92%	0%	0%
Hull City Council	0%	62%	6%	32%	1%	66%	1%	32%
Hull Truck Theatre	13%	79%	8%	0%	10%	80%	10%	0%

Organisation name	LGBT	Straight	Prefer not to say	Not known	Disabled	Not disabled	Prefer not to say	Not known
Institute of Contemporary Arts	13%	37%	12%	37%	1%	53%	9%	37%
Ironbridge Gorge Museum Trust	2%	98%	0%	0%	15%	85%	0%	0%
Leeds Museums and Galleries	3%	43%	54%	0%	4%	91%	5%	0%
Leeds Theatre Trust Limited	5%	64%	6%	25%	12%	60%	3%	25%
Leicester Arts Centre Ltd	0%	0%	0%	100%	4%	96%	0%	0%
Leicester Theatre Trust Limited	15%	77%	7%	1%	6%	94%	0%	0%
Liverpool Everyman & Playhouse	9%	59%	29%	4%	15%	74%	11%	0%
London Symphony Orchestra	0%	0%	100%	0%	1%	86%	13%	0%
Lyric Theatre Hammersmith	10%	76%	14%	0%	4%	90%	6%	0%
Manchester City Galleries	5%	40%	55%	0%	8%	35%	57%	0%
Midlands Arts Centre	1%	15%	2%	82%	3%	90%	0%	7%
Museum of London	5%	63%	30%	1%	1%	99%	0%	0%
National Centre for Circus Arts	4%	28%	0%	68%	3%	97%	0%	0%

Organisation name	LGBT	Straight	Prefer not to say	Not known	Disabled	Not disabled	Prefer not to say	Not known
National Youth Brass Band of Great Britain	0%	0%	0%	100%	4%	96%	0%	0%
Norfolk Museums Service	0%	32%	1%	66%	2%	64%	0%	34%
North Kesteven District Council	0%	0%	100%	0%	2%	0%	98%	0%
North Music Trust	1%	39%	10%	50%	1%	0%	0%	99%
Northampton Theatres Trust	4%	70%	26%	0%	8%	61%	29%	1%
Northern Ballet Limited	13%	69%	18%	0%	11%	72%	17%	0%
Nottingham Contemporary	15%	55%	5%	24%	8%	69%	0%	23%
Nottingham Media Centre Limited	3%	53%	12%	32%	4%	61%	3%	32%
Nottingham Playhouse Trust	5%	87%	9%	0%	13%	85%	2%	0%
Nuffield Theatre	21%	64%	15%	0%	6%	77%	17%	0%
Octagon Theatre Trust Limited	0%	0%	0%	100%	1%	99%	0%	0%
Oldham Coliseum Theatre	6%	72%	4%	19%	9%	42%	4%	45%
Opera North	10%	69%	12%	10%	6%	69%	5%	21%

Organisation name	LGBT	Straight	Prefer not to say	Not known	Disabled	Not disabled	Prefer not to say	Not known
Oxford Playhouse	18%	54%	0%	28%	0%	100%	0%	0%
Performances Birmingham Ltd	0%	0%	0%	100%	1%	99%	0%	0%
Philharmonia Orchestra	13%	72%	13%	2%	2%	92%	3%	2%
Rambert Dance Company	8%	54%	38%	0%	6%	94%	0%	0%
Real Ideas Organisation CIC (Ocean Studios)	3%	84%	0%	13%	0%	100%	0%	0%
Rich Mix	8%	74%	10%	8%	5%	92%	2%	1%
Royal Albert Memorial Museum & Art Gallery	2%	26%	69%	3%	6%	26%	0%	68%
Royal Exchange Theatre	0%	0%	0%	100%	6%	32%	0%	62%
Royal Liverpool Philharmonic Society	6%	68%	6%	20%	4%	77%	2%	17%
Royal National Theatre	8%	44%	6%	41%	4%	77%	0%	19%
Royal Opera House	8%	48%	5%	39%	3%	86%	1%	9%
Royal Pavilion & Museums, Brighton & Hove	12%	62%	10%	16%	7%	79%	0%	14%
Royal Shakespeare Company	0%	0%	0%	100%	1%	93%	6%	0%

Organisation name	LGBT	Straight	Prefer not to say	Not known	Disabled	Not disabled	Prefer not to say	Not known
Sadler's Wells Trust Ltd	13%	52%	1%	34%	9%	77%	0%	14%
Salisbury Arts Theatre Ltd	14%	76%	5%	5%	3%	97%	0%	0%
Serpentine Gallery	10%	57%	14%	18%	11%	69%	1%	18%
Sheffield Museums and Galleries Trust	5%	92%	3%	0%	5%	91%	3%	1%
Sheffield Theatres	7%	82%	8%	4%	9%	76%	6%	9%
Soho Theatre Company	6%	49%	15%	30%	2%	66%	2%	30%
South London Gallery	6%	32%	62%	0%	4%	38%	57%	2%
Southbank Centre Limited	9%	39%	5%	48%	5%	95%	0%	0%
Stephen Joseph Theatre	5%	55%	0%	40%	8%	48%	3%	40%
Stoke-On-Trent and North Staffordshire Trust Limited	0%	2%	0%	98%	5%	89%	0%	6%
The Albany	17%	46%	38%	0%	7%	59%	34%	0%
The Anvil	0%	0%	0%	100%	2%	98%	0%	0%
The Bluecoat	10%	40%	0%	51%	3%	51%	0%	46%

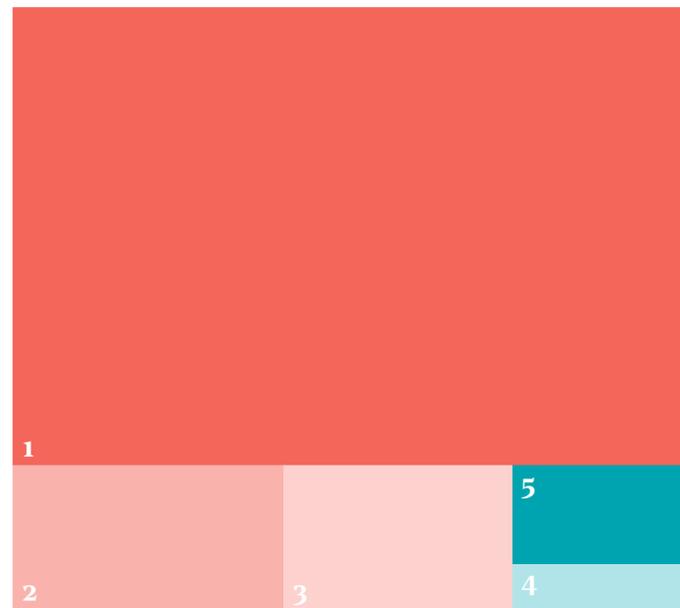
Organisation name	LGBT	Straight	Prefer not to say	Not known	Disabled	Not disabled	Prefer not to say	Not known
The Brewery, Kendal	8%	72%	20%	0%	2%	98%	0%	0%
The Courtyard Trust	8%	58%	13%	20%	5%	81%	4%	11%
The Hall for Cornwall Trust	4%	45%	4%	46%	19%	78%	2%	0%
The Hepworth Wakefield	0%	0%	0%	100%	9%	53%	5%	32%
The Lowry Centre Limited	12%	82%	6%	1%	7%	93%	0%	0%
The Roundhouse	11%	75%	11%	4%	5%	93%	1%	1%
The University of Warwick	0%	2%	0%	98%	4%	96%	0%	0%
The Wigmore Hall Trust	12%	67%	21%	0%	11%	68%	21%	0%
Theatre Royal Plymouth	5%	72%	10%	13%	2%	80%	18%	0%
Tyne and Wear Archives and Museums	0%	0%	0%	100%	10%	90%	1%	0%
Tyneside Cinema	11%	74%	9%	6%	9%	79%	9%	3%
Unicorn Theatre for Children	4%	16%	11%	69%	7%	73%	15%	5%
University of Cambridge Museums	4%	38%	8%	50%	5%	73%	4%	17%

Organisation name	LGBT	Straight	Prefer not to say	Not known	Disabled	Not disabled	Prefer not to say	Not known
University of Oxford	0%	0%	100%	0%	6%	82%	8%	4%
Watershed Arts Trust Ltd	21%	66%	13%	0%	10%	88%	2%	0%
Welsh National Opera Limited	0%	0%	100%	0%	2%	98%	0%	0%
Whitechapel Gallery	14%	45%	21%	20%	8%	61%	9%	23%
York Museums Trust	5%	86%	9%	0%	15%	85%	0%	0%
York Theatre Royal	4%	58%	12%	26%	5%	63%	5%	26%
Yorkshire Sculpture Park	0%	0%	0%	100%	0%	0%	0%	100%
Young Vic Company	17%	19%	0%	65%	7%	76%	0%	17%

Leadership*

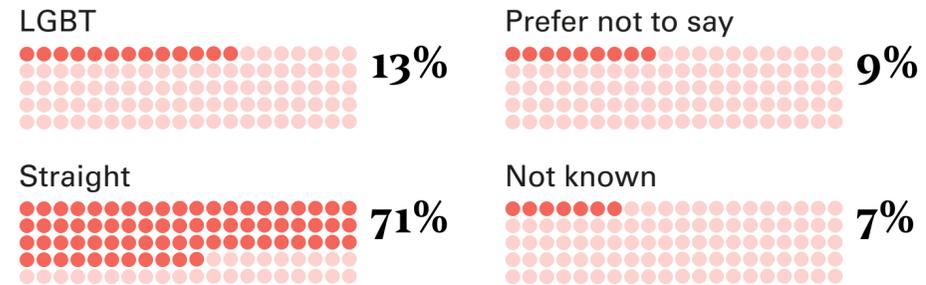
Chief Executive

Ethnicity

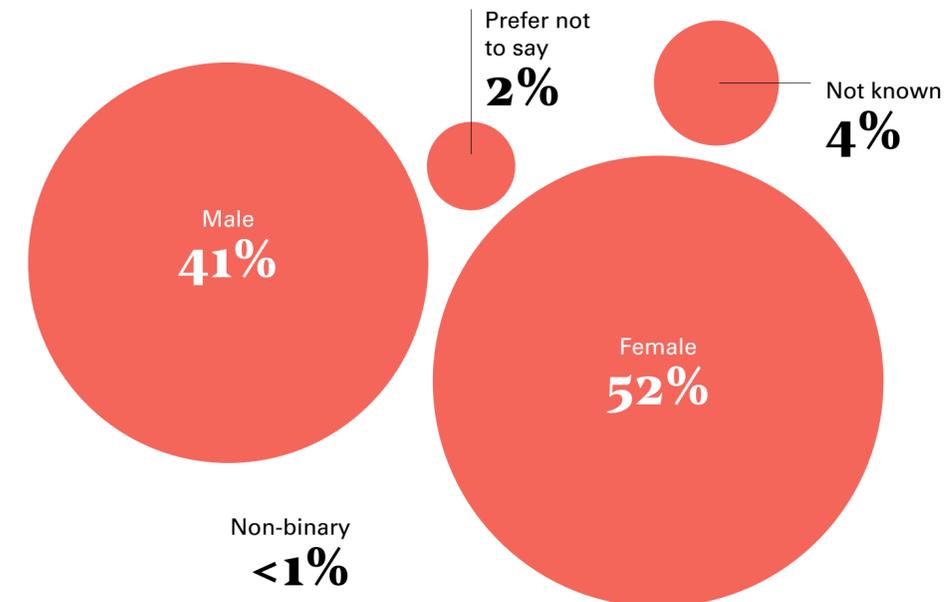


1 White	76%
2 White Other	8%
3 BME	10%
4 Prefer not to say	2%
5 Not known	4%

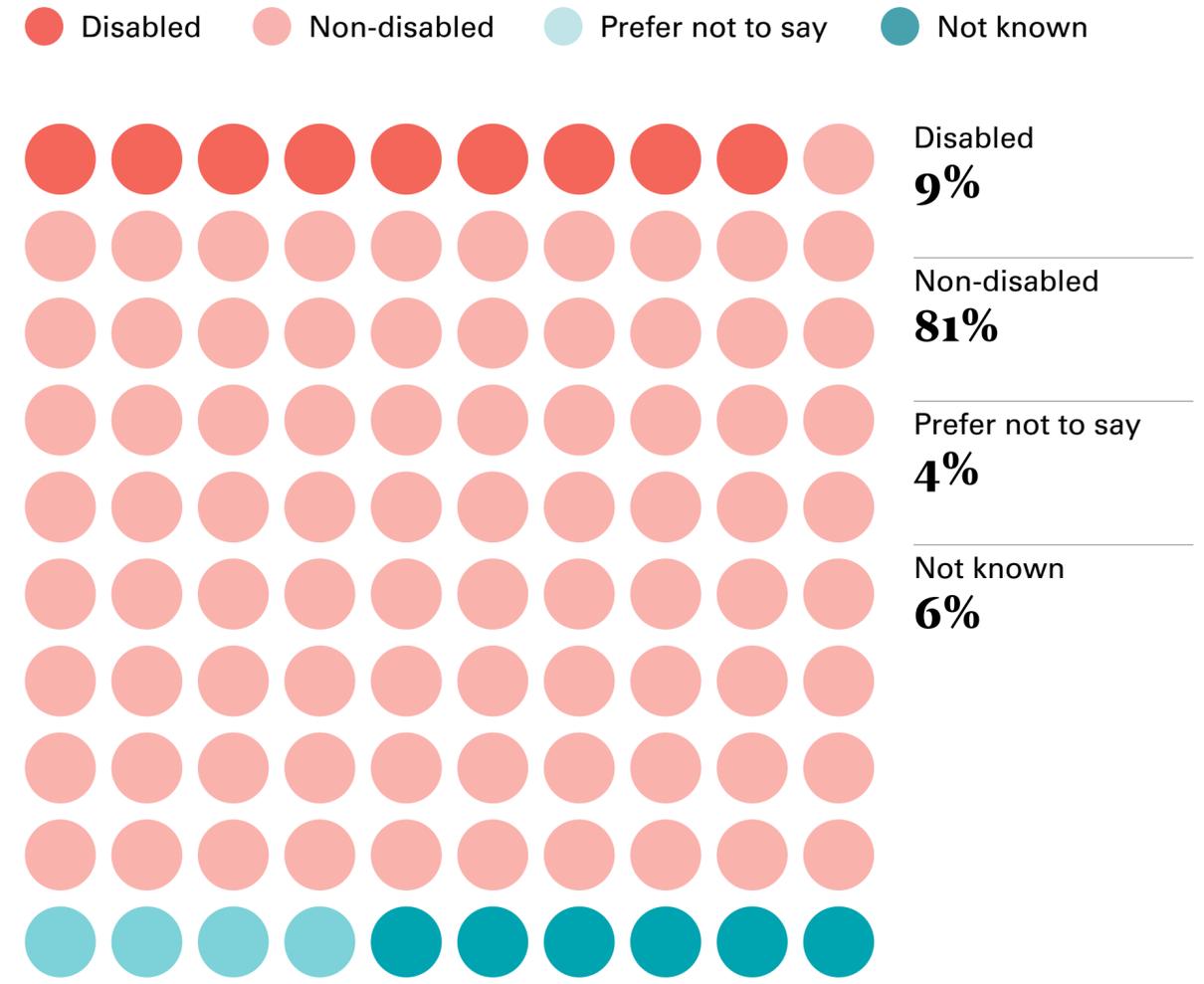
LGBT



Gender identity



Disability

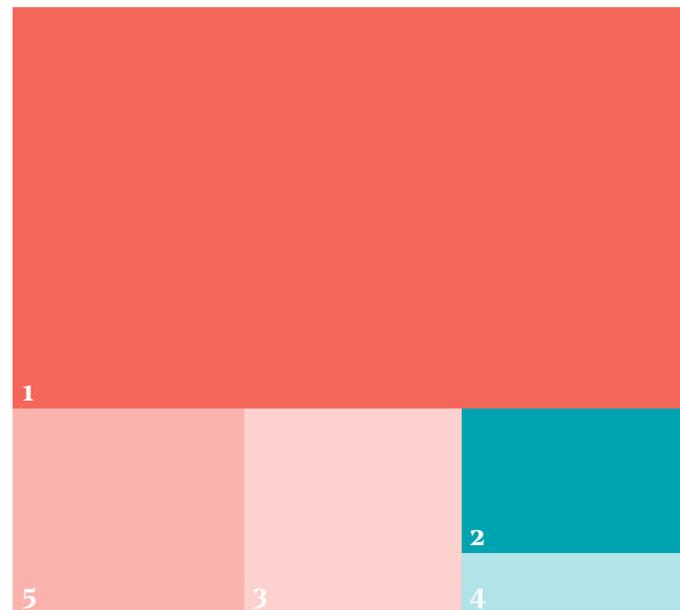


* In some cases, organisations have provided data on equivalent positions in terms of most senior strategic decision makers, and some may not have all three posts.

Leadership*

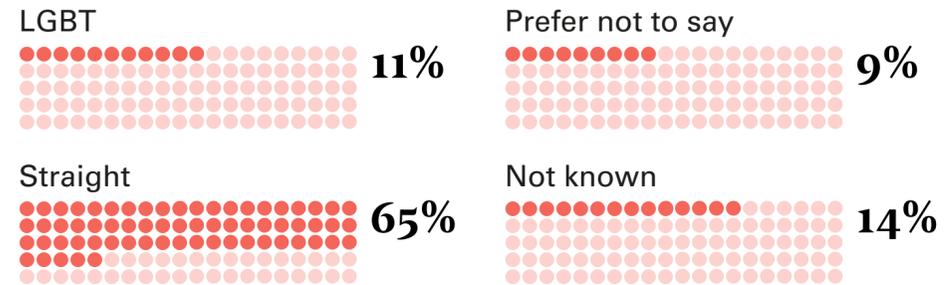
Artistic Director

Ethnicity

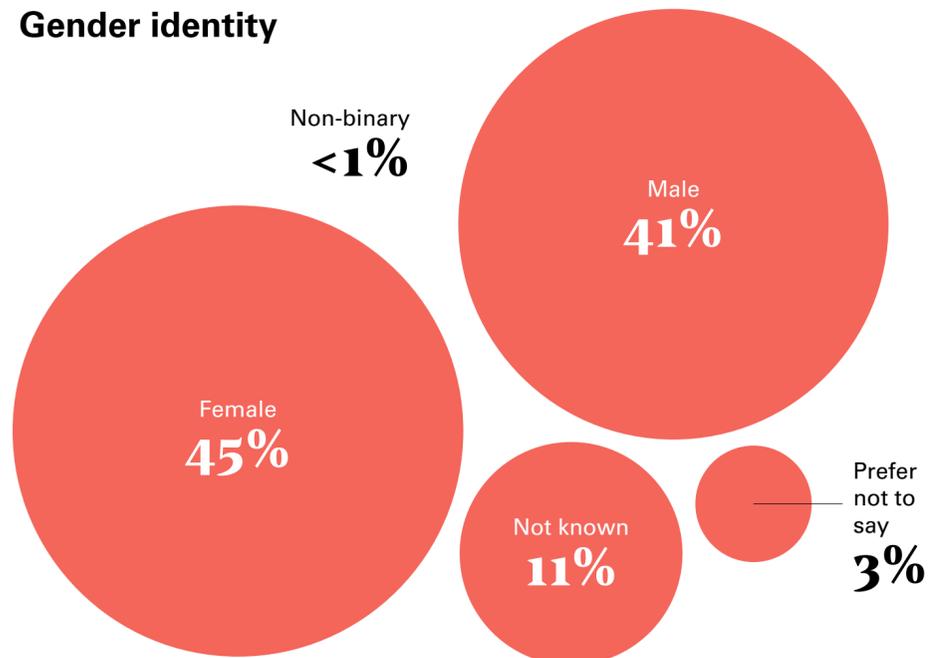


1 White	67%
2 White Other	8%
3 BME	11%
4 Prefer not to say	3%
5 Not known	11%

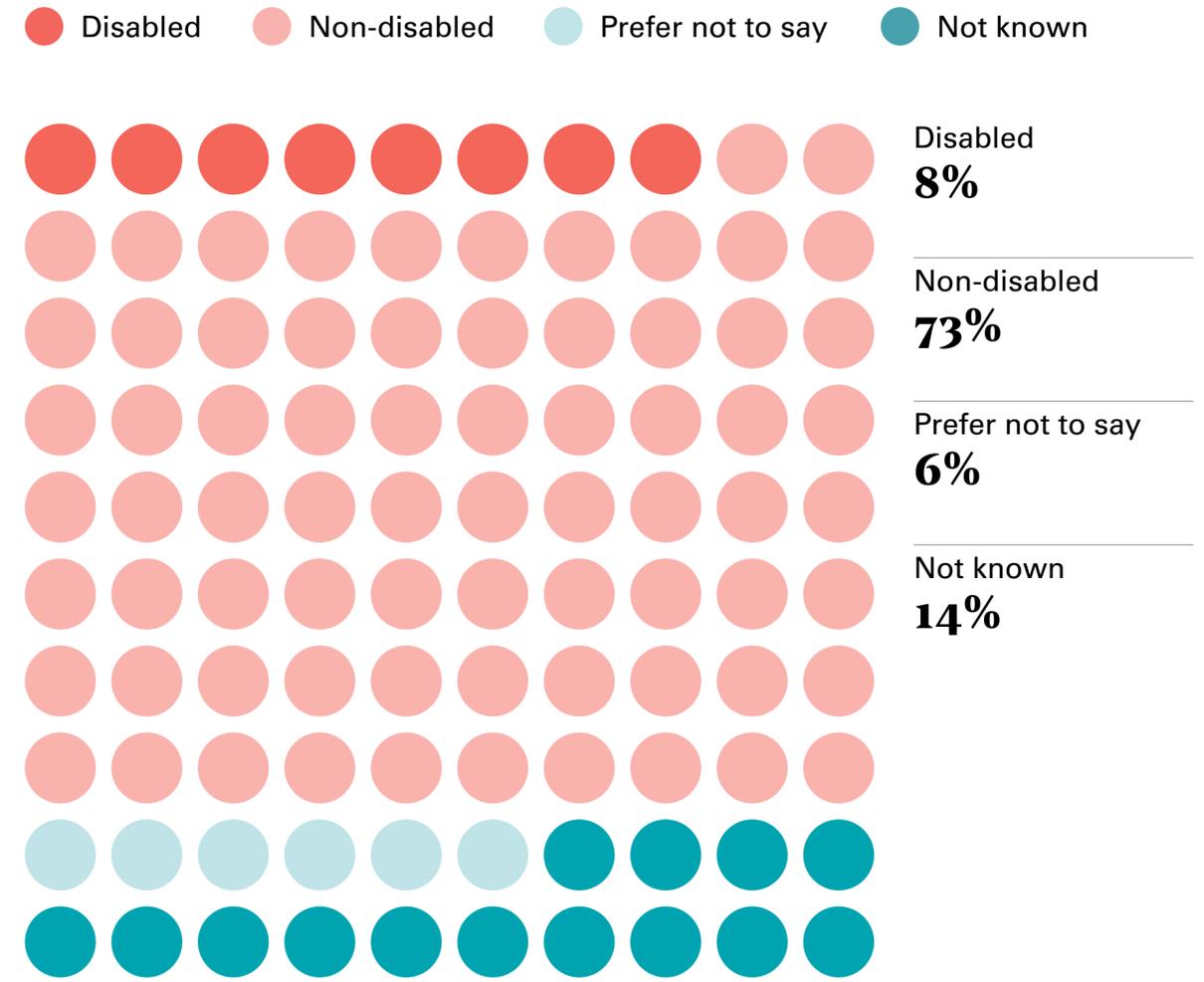
LGBT



Gender identity



Disability

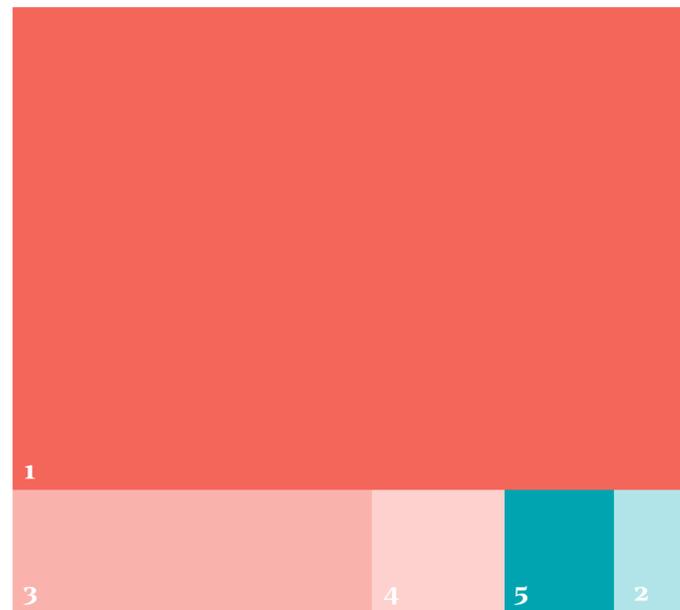


* In some cases, organisations have provided data on equivalent positions in terms of most senior strategic decision makers, and some may not have all three posts.

Leadership*

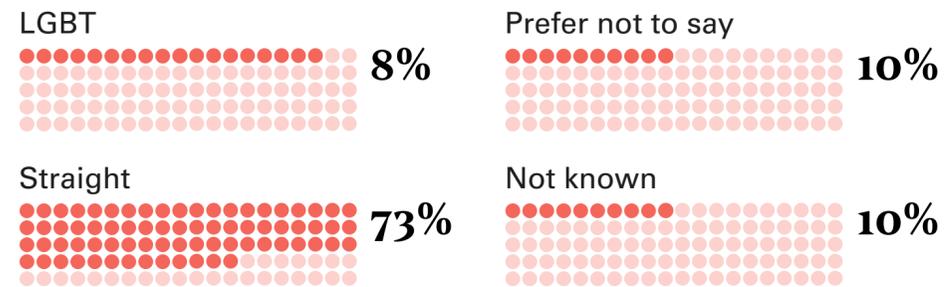
Chair

Ethnicity

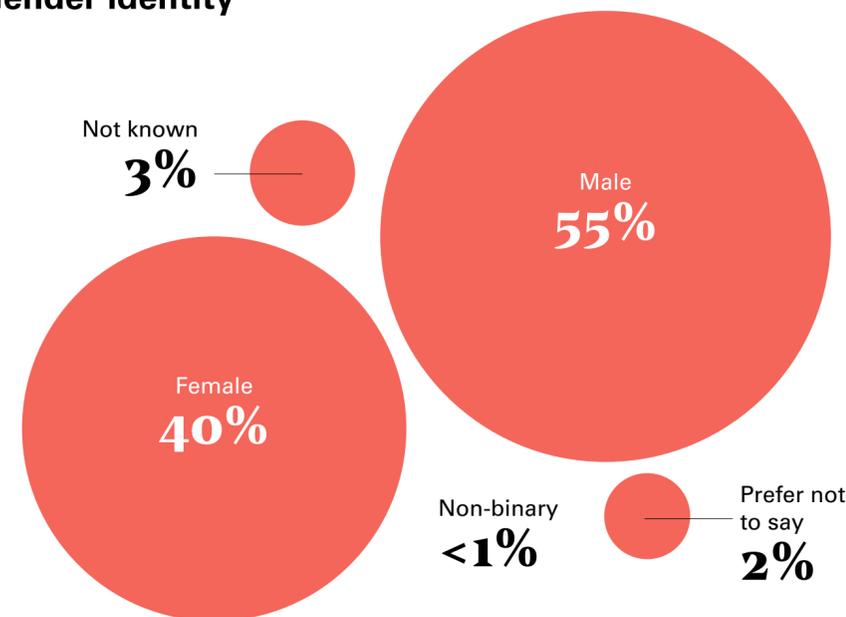


1 White	80%
2 White Other	4%
3 BME	11%
4 Prefer not to say	2%
5 Not known	3%

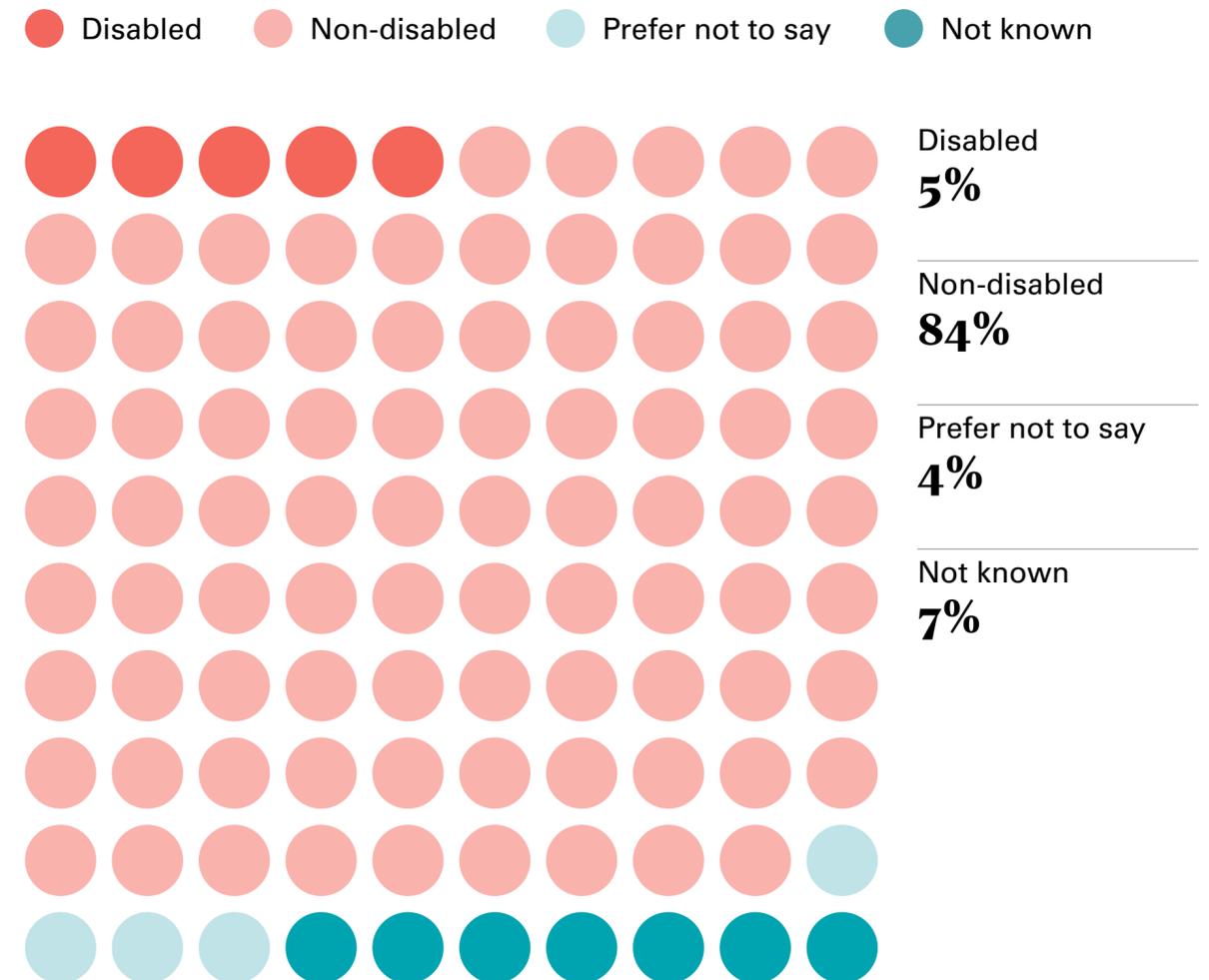
LGBT



Gender identity



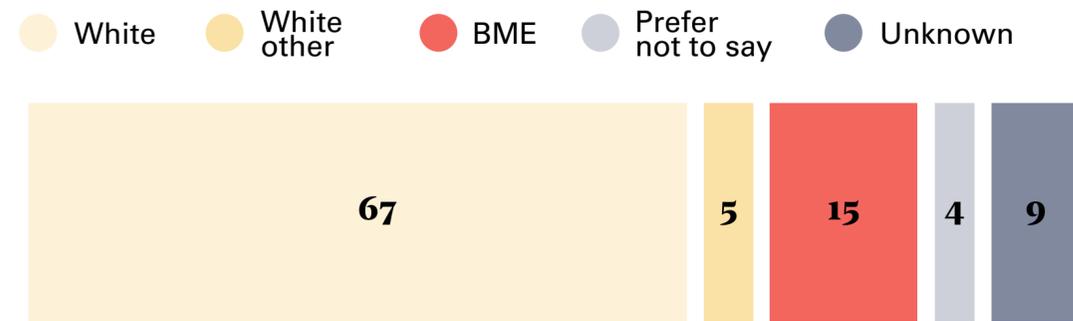
Disability



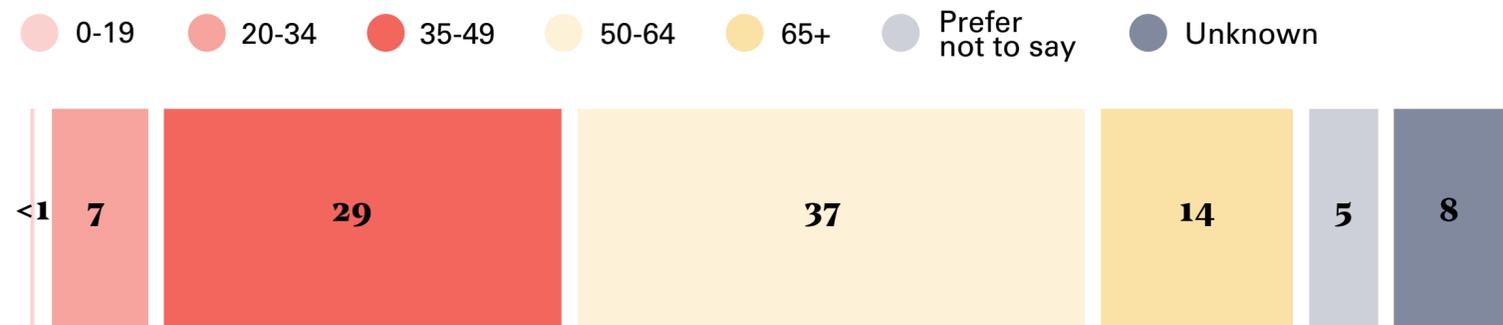
* In some cases, organisations have provided data on equivalent positions in terms of most senior strategic decision makers, and some may not have all three posts.

Boards

Ethnicity (percentage)



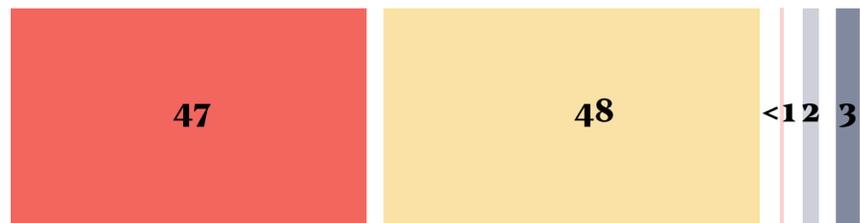
Age (percentage)



Boards

Gender (percentage)

● Female ● Male ● Non-binary
● Prefer not to say ● Unknown



Disability (percentage)

● Disabled ● Not Disabled ● Prefer not to say ● Unknown



Sexual orientation (percentage)

● LGBT ● Heterosexual ● Prefer not to say ● Unknown



Creative Case for Diversity ratings

All National Portfolio Organisations are required to integrate diversity into their programming as a condition of their funding.

From 1 April 2018 we introduced a new four-point scale: 'not met', 'met', 'strong' and 'outstanding'.



The Creative Case ratings are based on:

- Artistic programming integrating diversity
- Engaging a diverse range of people in developing and delivering their programme
- Supporting talent development among diverse artists and companies
- Identifying and prioritising resources to deliver diverse work
- Self-evaluation and sharing of best practice
- Participating or driving initiatives to promote equality and diversity in arts and culture

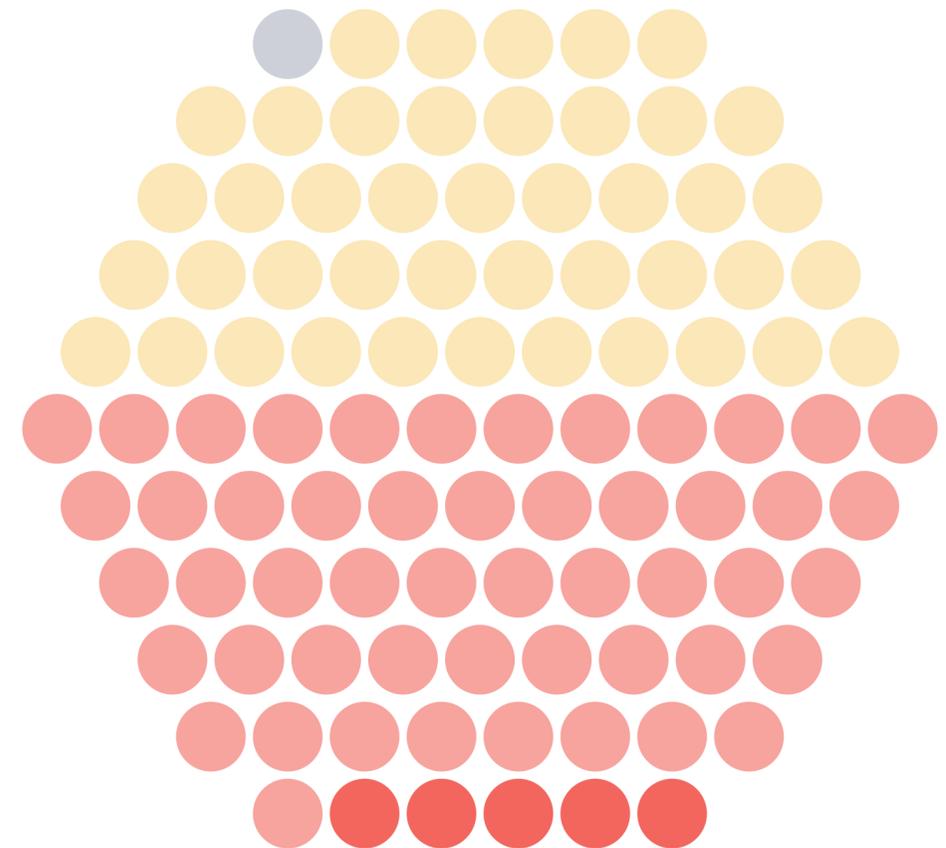
Creative Case ratings

● **1%**
Not met

● **43%**
Met

● **50%**
Strong

● **5%**
Outstanding



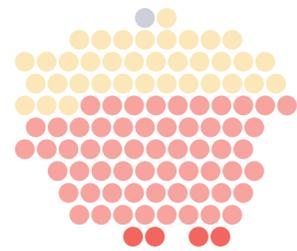
Areas

● Not met
 ● Met
 ● Strong
 ● Outstanding



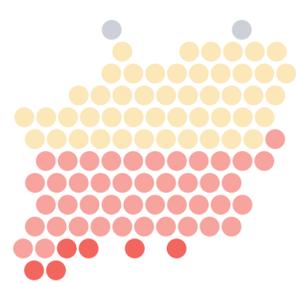
L
London

● **1%**
● **36%**
● **59%**
● **4%**



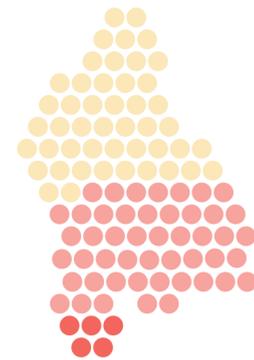
M
Midlands

● **2%**
● **48%**
● **44%**
● **6%**



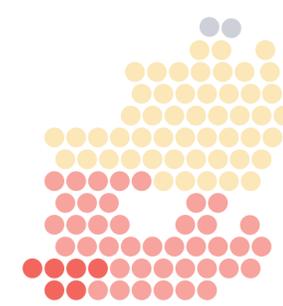
N
North

● **0%**
● **47%**
● **48%**
● **5%**



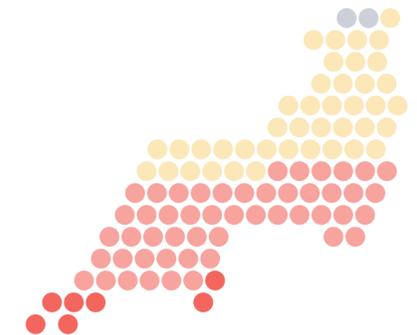
SE
South East

● **2%**
● **51%**
● **41%**
● **6%**



SW
South West

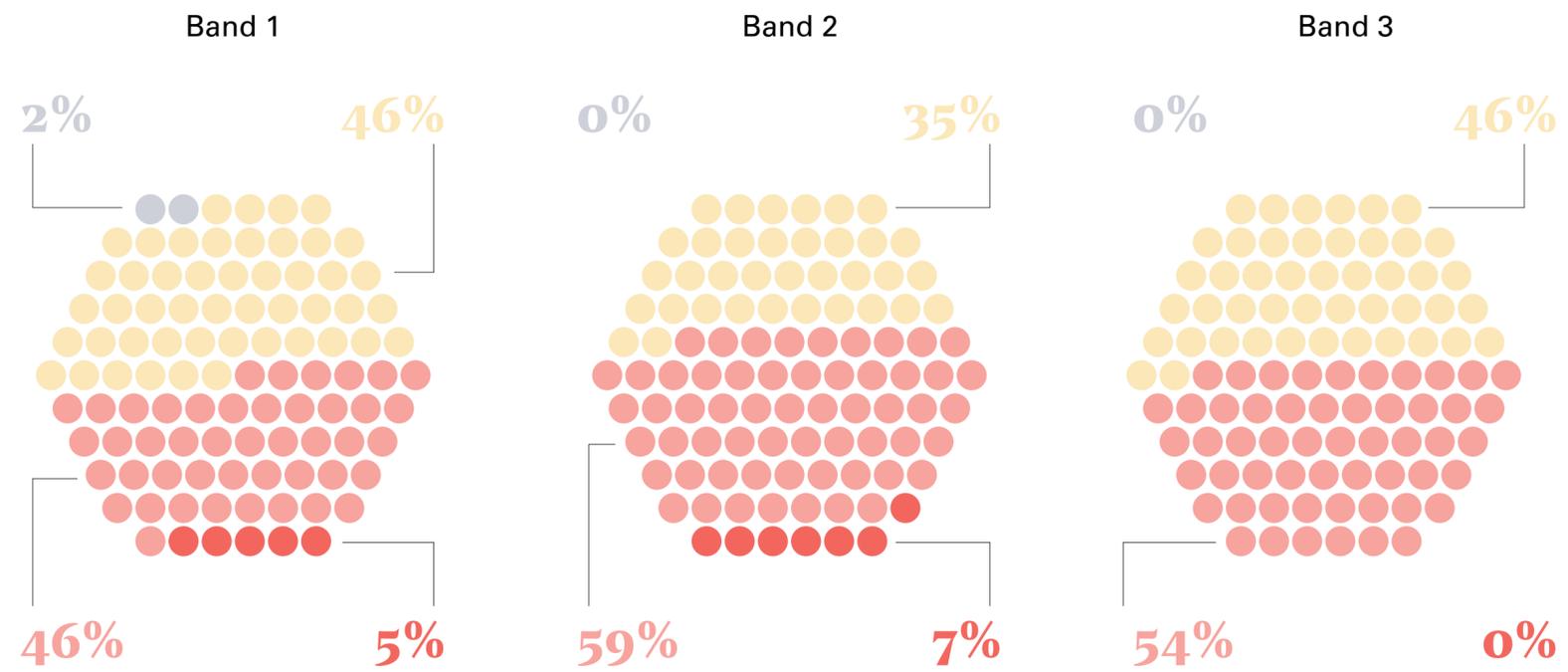
● **2%**
● **41%**
● **49%**
● **7%**



Bands

In 2018-19:

- Not met
- Met
- Strong
- Outstanding

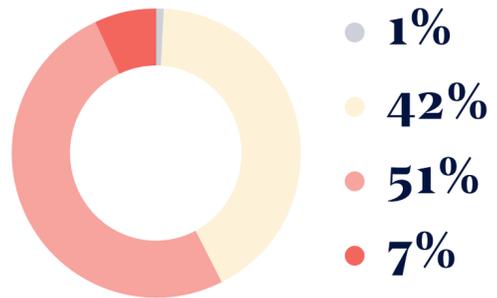


* Due to rounding figures may not total 100%

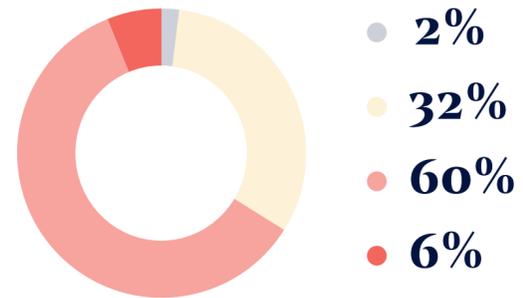
Disciplines*

● Not met ● Met ● Strong ● Outstanding

Combined Arts



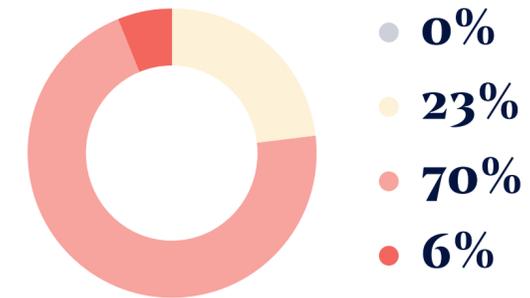
Dance



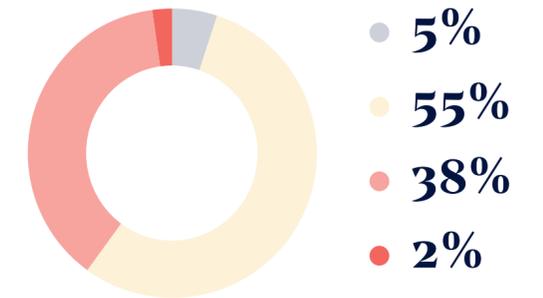
Libraries



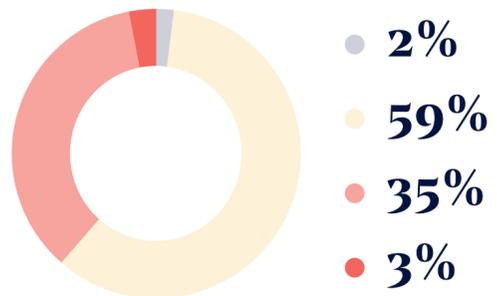
Literature



Museum



Music



Not discipline specific



Theatre



Visual Arts



* Figures shown are expressed as percentages of NPOs per discipline

Creative Case for Diversity ratings (all NPOs)

Organisation name	Creative case rating
1927	Met
2 Faced Dance Company Limited	Strong
20 Stories High	Strong
A Space Arts	Met
Abandon Normal Devices	Met
Academy of Circus Arts and Physical Theatre t/a Circomedia	Strong
Access All Areas	Strong
ACE Dance and music	Strong
acta community theatre ltd	Strong
Action Hero	Met
Action Space London Events	Strong
Action Transport Theatre	Strong
Activate Performing Arts Ltd	Strong
Actors Touring Company	Met
Africa Oye Limited	Strong
AIR in G (Arts in Rural Gloucestershire) Ltd	Met
Akademi	Strong
Akram Khan Dance Company	Strong
Almeida Theatre Company Limited	Met
Amber Film & Photography Collective	Met

Organisation name	Creative case rating
And Other Stories Publishing CIC	Met
Applause Rural Touring	Met
Apples and Snakes	Strong
Arcola Theatre Production Company	Strong
Arena Theatre (University of Wolverhampton)	Strong
Art Asia Trust Limited	Strong
Art Gene Limited	Met
Art Monthly	Met
Art Services Grants Ltd	Met
Artcore	Met
Artichoke Trust	Strong
Artlink Hull	Strong
Artlink West Yorkshire	Strong
ArtReach (Trust) Ltd	Strong
Arts & Health South West	Strong
Arts & Heritage (PHC) Plymouth City Council	Strong
Arts Alive	Met
Arts Catalyst	Met
Artsadmin	Strong
Artsreach	Met

Organisation name	Creative case rating
Artworks Creative Communities	Met
Arvon Foundation	Strong
Asian Arts Agency	Strong
Aspex Visual Arts Trust	Met
Aurora Orchestra	Met
Auto Italia	Strong
Autograph ABP	Outstanding
Avant Garde Dance Company	Strong
b-side Multimedia Festival CIC	Met
B3 Media Limited	Strong
Baby People	Strong
Backlit	Met
Balbir Singh Dance Company	Strong
Ballet Black	Strong
Ballet Lorent Limited	Strong
BalletBoyz Ltd	Met
Baltic Flour Mills Visual Arts Trust	Strong
Bamboozle Theatre Company	Strong
Barbican Centre	Strong
Barbican Theatre, Plymouth	Strong
Barnsley Civic Enterprise Ltd	Met
Barnsley Museums	Met

Organisation name	Creative case rating
Battersea Arts Centre	Strong
BE FESTIVAL CIC	Met
Beaford Arts	Met
Beamish Museum	Strong
Beatfreaks	Strong
Beavers Arts Ltd.	Met
Bedford Creative Arts	Met
Belgrade Theatre Trust (Coventry) Ltd	Strong
Bermondsey Artists' Group	Met
Bernard Leach Trust Limited (Leach Pottery)	Met
Berwick Film & Media Arts Festival	Strong
Bharatiya Vidya Bhavan Ltd	Met
Birmingham City University	Strong
Birmingham Contemporary Music Group	Met
Birmingham LGBT	Strong
Birmingham Museums Trust	Strong
Birmingham Opera Company	Strong
Birmingham Repertory Theatre	Strong
Birmingham Royal Ballet	Met
Black Bird/Red Rose Productions	Met
Black Country Living Museum Trust	Met
Black Country Touring	Outstanding

Organisation name	Creative case rating
Blackpool Grand Theatre (Arts & Entertainment) Ltd	Strong
Blast Theory	Met
Blind Summit Education	Met
Bloodaxe Books Ltd	Strong
Blue Elephant Theatre	Strong
BOM (Birmingham Open Media)	Met
Book Works	Strong
Boundless Theatre	Strong
Bournemouth Borough Council	Outstanding
Bournemouth Symphony Orchestra	Met
Bow Arts Trust	Met
Boy Blue	Strong
Bridport Arts Centre	Met
Brighton & Hove City Council	Strong
Brighton Dome & Festival Limited	Strong
Bristol Cultural Development Partnership	Strong
Bristol Museums	Strong
Bristol Music Trust	Strong
Bristol Old Vic and Theatre Royal Trust Ltd	Strong
British Motor Industry Heritage Trust	Not Met
British Underground Ltd	Met
British Youth Music Theatre	Met

Organisation name	Creative case rating
British Youth Opera	Not Met
Britten Sinfonia	Met
Brownswood Music Ltd	Strong
Bucks County Museum	Met
Bureau of Silly Ideas	Strong
Burnley Youth Theatre	Strong
Burton Art Gallery and Museum	Not Met
Buxton Arts Festival Ltd	Met
Camden Arts Centre	Strong
Camden People's Theatre	Strong
Candoco Dance Company	Met
Capsule Events Ltd	Strong
Carcenet Press Limited	Outstanding
Cardboard Citizens	Strong
Carnival Village Trust	Strong
Carousel Project	Strong
Cast	Met
Castlefield Gallery	Strong
Centre for Chinese Contemporary Art	Met
Chapel Arts Studios	Met
Charnwood Arts	Strong
Chatham Historic Dockyard Trust	Met

Organisation name	Creative case rating
Cheek by Jowl	Strong
Cheltenham Festivals	Met
Cheshire Dance	Strong
Cheshire West and Chester Council	Met
Chester Performing Arts Centre Ltd	Met
Chichester Festival Theatre	Strong
Children's Discovery Centre East London	Strong
China Plate	Strong
Chinese Arts Now	Strong
Chisenhale Gallery	Strong
Chris Goode and Company	Met
Christ Church Oxford United Clubs Ltd	Strong
Chrysalis Arts Development Ltd	Met
Cinderford Artspace	Strong
City Arts Nottingham	Met
City of Birmingham Symphony orchestra	Met
Clean Break Theatre Company Ltd	Strong
Clod Ensemble	Met
Cohesion Plus Kent	Met
Colchester Arts Centre	Strong
Colchester Borough Council	Met
Colchester Mercury Theatre Ltd.	Strong

Organisation name	Creative case rating
Collar and TIE Ltd	Met
Collective Encounters	Strong
Comma Press	Outstanding
Common Wealth	Outstanding
Commonword Enterprises Limited	Strong
Community and Cultural Services	Met
Community Arts North West	Strong
Community Music Ltd	Strong
Company Chameleon	Met
Compton Verney House Trust	Met
Coney Ltd	Met
Contemporary Art Society	Met
Contemporary Dance Trust	Strong
Continental Drifts	Met
Coral	Strong
Corby Cube Theatre Trust	Met
Corn Exchange (Newbury) Trust	Strong
Cornwall Museums Partnership	Strong
Counterpoints Arts	Strong
Crafts Council	Met
Craftspace	Outstanding
Create London	Strong

Organisation name	Creative case rating
Create Studios Digital Media CIC	Outstanding
Creative Arts East	Met
Creative Foundation	Met
Creative Kernow Ltd	Met
Creativity Works	Strong
Crescent Arts	Met
Crying Out Loud	Strong
Cubitt Artists Limited	Strong
Culture Coventry	Met
Culture Squared CIC	Outstanding
Culture, Learning and Libraries (Midlands) - Library Service	Met
CultureMix Arts Ltd	Met
Cumbria Theatre Trust	Strong
Curious Directive	Met
DaDaFest	Strong
Daily Life Ltd	Strong
Dance City	Strong
Dance Consortium	Strong
Dance Umbrella	Met
Dance United Yorkshire	Strong
Dance4	Strong
DanceEast	Strong

Organisation name	Creative case rating
Dancefest	Strong
Darbar Arts Culture Heritage Trust	Met
darts (Doncaster Community Arts)	Met
Dash Arts Ltd	Strong
De La Warr Pavilion	Strong
Deafinitely Theatre	Strong
Déda	Met
Dedalus Limited	Met
Derby Museums	Met
Derby QUAD Ltd	Met
Design Museum	Met
Disability Arts in Shropshire	Strong
Disability Arts Online	Outstanding
Diverse City	Outstanding
Doncaster Heritage Services	Met
Donmar Warehouse Projects Ltd	Met
Doorstep Arts	Strong
Drake Music	Outstanding
Drawing Room	Met
dreamthinkspeak	Met
Duckie	Strong
Durham County Council	Met

Organisation name	Creative case rating
East London Dance	Met
East Midlands Jazz CIC	Met
East Street Arts	Met
Eastern Angles Theatre Company Ltd	Met
Eastside Educational Trust	Met
Eclipse Theatre Company Ltd	Met
Eden Arts	Met
emccan CIC	Strong
Emergency Exit Arts	Met
English Folk Dance and Song Society	Met
English National Ballet	Met
English National Opera	Met
English PEN	Strong
English Stage Company Limited	Strong
English Touring Opera Ltd	Met
English Touring Theatre Ltd	Strong
Entelechy Arts Ltd	Strong
Essex Cultural Diversity Project	Strong
Ex Cathedra Ltd	Met
Exeter City Council	Strong
Exeter Northcott Theatre	Met
Exeter Phoenix	Strong

Organisation name	Creative case rating
Extant	Strong
Eye Music Trust	Met
Fabrica	Met
FACT	Met
Farnham Maltings Association	Strong
Fevered Sleep	Strong
FIERCE! Festival	Strong
Film and Video Umbrella	Met
Film London	Met
Firstsite Ltd	Strong
Flatpack Projects	Met
Focal Point Gallery	Met
Forced Entertainment Ltd	Strong
Forma Arts and Media Limited	Met
Forward Arts Foundation	Strong
Foundation for Community Dance t/a People Dancing	Strong
Frantic Theatre Company Ltd	Strong
Free Word	Strong
Freedom Festival Arts Trust	Strong
Freedom Studios	Strong
Friction Arts	Strong
Fuel Productions	Strong

Organisation name	Creative case rating
Furtherfield.org	Met
Future Everything CIC	Met
Gecko Theatre	Met
Geese Theatre Company Ltd	Strong
Gem Arts	Outstanding
Generator North East	Met
Global Grooves	Strong
Gloucestershire Everyman Theatre Ltd	Strong
Glyndebourne Productions Ltd	Met
Goole Town Council	Met
Graeae Theatre Company Ltd	Outstanding
Grand Union	Met
Great Georges Community Cultural Project Ltd	Met
Greater Manchester Arts Centre Ltd	Strong
Greenwich+Docklands Festivals	Strong
Grimm & Co	Met
Grizedale Arts	Met
Grundy Art Gallery	Strong
Gulbenkian Theatre	Strong
hÅb	Strong
Hackney Empire Ltd	Strong
Half Moon Young People's Theatre	Strong

Organisation name	Creative case rating
Halle Concerts Society	Met
Hampstead Theatre Ltd	Met
Harrogate Theatre	Met
Havering Theatre Trust	Strong
Headlong Theatre Ltd	Met
Heads Together Productions Limited	Met
Heart n Soul	Outstanding
Heart of Glass	Strong
Helix Arts Ltd	Strong
Higher Rhythm Ltd	Met
Highlights Productions	Met
HighTide Festival Productions LTD	Strong
Hofesh Shechter Company	Strong
Home Live Art	Met
Homotopia Limited	Strong
Hoot Creative Arts	Strong
Horniman Museum and Gardens	Strong
Hounslow Arts Trust Ltd	Strong
Huddersfield Contemporary Music Festival	Met
Hull City Council	Met
Hull Truck Theatre	Strong
Ikon Gallery	Met

Organisation name	Creative case rating
Ilkley Literature Festival Ltd	Strong
ILUVLIVE	Met
imitating the dog	Met
Impressions Gallery of Photography Limited	Strong
Improbable	Strong
In Between Time	Strong
In-Situ	Strong
Inner City Music Ltd	Strong
Institute of Contemporary Arts	Strong
Institute of International Visual Arts	Strong
International Curators Forum	Strong
Interplay Theatre Trust	Strong
Intoart	Outstanding
Invisible Dust	Met
Invisible Flock Co	Met
IOU Ltd	Strong
Ironbridge Gorge Museum Trust	Met
J-Night	Strong
Jacksons Lane	Strong
Jasmin Vardimon Dance Company	Met
Jazz re:freshed	Strong
Jerwood Gallery	Met

Organisation name	Creative case rating
Jewish Museum London	Strong
John Hansard Gallery	Met
Junction Arts Limited	Strong
Junction CDC Ltd	Strong
Kala Sangam - The Academy of South Asian Performing Arts	Strong
Kaleider Limited	Met
Kali Theatre Co.	Strong
KARST	Met
Kendal Brewery Arts Centre	Strong
Kettle's Yard	Strong
Kiln Theatre	Strong
Kinetika Bloco	Strong
Kinetika People	Strong
Kirklees Theatre Trust	Met
Kneehigh Theatre Trust	Met
Knowle West Media Centre	Outstanding
Koestler Trust	Strong
Lakes Arts Festivals Ltd	Met
Lancaster Arts at Lancaster University	Met
Lapworth Museum of Geology	Strong
Ledbury Poetry Festival	Strong
Leeds Museums and Galleries	Strong

Organisation name	Creative case rating
Leeds Theatre Trust Limited	Strong
Leicester Arts Centre Limited	Strong
Leicester City Council	Met
Leicester Dance Theatre Limited	Strong
Leicester Print Workshop	Met
Leicester Theatre Trust Ltd	Strong
Level Centre Ltd	Met
Libraries Unlimited South West	Met
Lighthouse Arts and Training Ltd	Strong
Lincoln Arts Trust Limited	Met
Lincolnshire County Council	Not Met
Literature Works	Met
Littleworld Ltd t/a Horse and Bamboo Theatre	Strong
Live & Local Ltd	Met
Live Art Development Agency	Strong
Live Theatre Winchester Trust	Strong
Liverpool Arab Arts Festival	Strong
Liverpool Biennial of Contemporary Art Ltd	Strong
Liverpool City Council Culture Liverpool	Met
London Arts in Health Forum	Met
London Borough of Barking and Dagenham	Strong
London Borough of Waltham Forest - WILLIAM MORRIS GALLERY	Met

Organisation name	Creative case rating
London International Festival of Theatre	Strong
London International Mime Festival	Not Met
London Philharmonic Orchestra	Met
London Print Studio Ltd	Met
London Symphony Orchestra	Met
London Transport Museum	Met
Loud In Libraries CIC	Strong
Ludus Dance	Met
Luton Carnival Arts Development Trust	Met
Luton Cultural Services Trust - Wardown House	Strong
LUX	Met
M6 THEATRE COMPANY LIMITED	Strong
Magna Vitae	Met
Mahogany Community Ventures Limited	Strong
Manchester Camerata Limited	Met
Manchester City Galleries	Strong
Manchester Craft And Design	Met
Manchester Jazz Festival	Strong
Manchester Jewish Museum	Met
Manchester Literature Festival	Strong
Manchester Young People's Theatre trading as Contact	Outstanding
Mandinga Arts	Strong

Organisation name	Creative case rating
Matt's Gallery Ltd	Met
MAYK Theatre CIC	Strong
Meadow Arts	Strong
Metal Culture Ltd	Met
Metro-Boulot-Dodo Limited	Met
Middle Child	Met
Middlesbrough Town Hall	Met
Midlands Arts Centre	Outstanding
MIF	Strong
Mikron Theatre Company	Met
Milap Festival Trust	Met
Milton Keynes Arts Centre LTD	Met
Mimbre	Met
Mind the Gap	Outstanding
Miracle Theatre Trust Ltd	Met
MK Gallery	Met
Modern Art Oxford	Met
Modern Masterpieces	Met
Modern Poetry in Translation	Strong
More Music	Strong
Motionhouse	Met
Multistory	Strong

Organisation name	Creative case rating
Museum of East Anglian Life	Not Met
Museum of English Rural Life	Met
Museum of London	Met
Music for Youth	Met
Music in the Round	Strong
Musiko Musika	Strong
Mytime Active	Strong
National Centre for Circus Arts	Met
National Centre for Writing	Strong
National Horseracing Museum	Not Met
National Justice Museum	Met
National Opera Studio	Met
National Rural Touring Forum	Met
National Student Drama Festival	Met
National Theatre	Strong
National Youth Choirs of Great Britain	Met
National Youth Jazz Collective	Met
National Youth Jazz Orchestra	Not Met
National Youth Orchestra of Great Britain	Met
National Youth Theatre of Great Britain	Strong
New Adventures Charity	Strong
New Art Exchange Ltd	Strong

Organisation name	Creative case rating
New Contemporaries (1988) Ltd	Strong
New International Encounter	Met
New Perspectives Theatre Company	Strong
New Wolsey Theatre Company Ltd	Strong
New Writing North	Strong
New Writing South	Strong
Newhampton Arts Centre	Met
Newlyn Art Gallery Ltd	Strong
Nine Arches Press	Strong
NMC Recordings Ltd.	Strong
NN Contemporary Art	Met
NoFit State Community Circus Ltd	Met
Norfolk and Norwich Festival Trust	Met
Norfolk Museums Service	Met
North East Theatre Trust Ltd	Strong
North Kesteven District Council	Met
North Lincolnshire Council 20-21 Visual Arts Centre	Strong
North Music Trust	Met
Northampton Theatres Trust	Met
Northern Ballet Limited	Strong
Northern Broadsides Theatre Company	Met
Northern Print	Met

Organisation name	Creative case rating
Northern School of Contemporary Dance	Strong
Northern Stage (Theatrical Productions) Ltd	Strong
Norwich Arts Centre	Strong
not/nowhere arts ltd	Met
Nottingham City Museums and Galleries	Met
Nottingham Contemporary	Met
Nottingham Media Centre Ltd	Met
Nottingham Playhouse	Met
November Club	Met
NTS Live	Strong
Nutkhut	Strong
Ockham's Razor	Met
Octopus Collective Ltd.	Strong
Oily Cart	Strong
Oldham Coliseum Theatre	Met
Open Clasp Theatre Company	Strong
Open Eye gallery	Strong
Open School East	Met
Open Theatre Company	Outstanding
OpenUp Music	Strong
Opera North Limited	Met
Orchestra of the Age of Enlightenment	Met

Organisation name	Creative case rating
Orchestras Live	Strong
OTO Projects CIC	Met
Otolith Collective Ltd	Strong
Out of Joint	Met
Outside In	Outstanding
Oxford Contemporary Music	Strong
Oxford Playhouse Trust	Strong
Pagoda Arts	Met
Paines Plough	Met
Palace Theatre Watford Limited	Strong
Pallant House Gallery	Met
Paraiso School of Samba	Strong
Paraorchestra and Friends	Outstanding
Pavilion Dance South West Ltd	Strong
Peckham Platform Ltd	Met
Peepal Tree Press	Strong
Peer UK	Strong
Pegasus Theatre Trust	Strong
Penned in the Margins	Met
Pentabus Arts Ltd	Met
People Express	Strong
People United	Met

Organisation name	Creative case rating
People's History Museum	Strong
People's Palace Projects	Strong
Perfect Pitch Musicals Ltd	Met
Performances Birmingham Limited	Met
Peshkar	Strong
Philharmonia Limited	Met
Phoenix Dance Theatre	Strong
Photofusion	Strong
Photoworks	Strong
Pilot Theatre Ltd	Strong
Pioneer Theatres Ltd t/a Theatre Royal Stratford East	Strong
Plymouth Music Zone Ltd	Strong
Pocklington Arts Centre	Met
PoemsOnTheUnderground	Met
Poet in the City	Strong
Poetry London	Met
Poetry Translation Centre Ltd	Strong
Polish Expats Association cic	Met
Polka Theatre	Strong
Poole Arts Trust Ltd	Strong
Poole Museum (Wessex Museums Partnership)	Strong
Pop Up Projects CIC	Strong

Organisation name	Creative case rating
Portsmouth New Theatre Royal	Met
Prema Arts Centre	Met
Preston City Council	Met
Primary	Strong
Prime Theatre	Strong
Prism Arts	Strong
Project Art Works	Outstanding
Project Phakama UK	Outstanding
Project Space Leeds	Strong
Protein Dance Ltd	Met
Proteus Theatre Company	Strong
Psapha Limited	Met
PUNCH RECORDS	Strong
Punchdrunk	Met
Quarantine	Met
Queen's Hall Arts	Met
Rambert	Strong
Raw Material Music and Media Education	Strong
Readipop	Met
Red Earth Theatre Limited	Strong
Red Ladder Theatre Company	Met

Organisation name	Creative case rating
Redbridge Drama Centre	Strong
Resonance	Met
Rich Mix Cultural Foundation	Outstanding
Rifco Arts	Strong
Ripon Museum Trust	Strong
RJC Dance	Met
Rosehill Arts Trust	Met
Rosetta Art Centre	Strong
Rosie Kay Dance Company Limited	Strong
Rotherham Open Arts Renaissance (ROAR)	Met
Royal Court Liverpool Trust	Met
Royal Exchange Theatre Company Ltd	Strong
Royal Liverpool Philharmonic	Met
Royal Opera House	Met
Royal Philharmonic Orchestra Ltd	Met
Royal Shakespeare Company	Strong
Rural Arts North Yorkshire	Strong
Rural Media Charity	Strong
Russell Maliphant Company	Met
Sadler's Wells	Strong
Sampad (South Asian Arts Development)	Outstanding
Scarborough Theatre Trust Ltd	Strong

Organisation name	Creative case rating
Serendipity	Strong
Serious Events Limited	Strong
Serpentine Galleries	Met
Seven Stories, The National Centre for Children's Books	Strong
Shademakers UK Carnival Club	Met
Shakespeare Birthplace Trust	Met
Shape London	Outstanding
Sheffield Doc/Fest	Strong
Sheffield Galleries & Museums Trust	Strong
Sheffield Theatres Trust Ltd	Strong
Shobana Jeyasingh Dance Company	Strong
Shubbak: A Window on Contemporary Arab Culture	Strong
SICK! Productions	Met
Sinfonietta Productions Limited	Met
Siobhan Davies Dance	Met
Site Gallery	Met
Slung Low Limited	Met
Small Green Shoots	Outstanding
Snape Maltings	Met
Soft Touch Arts Ltd	Strong
Soho Theatre Company	Met
Somerset Art Works	Met

Organisation name	Creative case rating
Somerset Film and Video Ltd	Strong
Sonia Sabri Company	Strong
Sound UK Arts	Strong
SoundCity	Met
South Asian Arts-uk	Strong
South East Dance Ltd	Strong
South London Gallery	Strong
Southampton City Council	Met
Southbank Centre	Strong
Spare Tyre Theatre Company Ltd	Strong
Spike Island Artspace Ltd	Met
Spitalfields Festival Ltd.	Met
Spread the Word	Strong
Square Chapel Trust	Met
ss Great Britain Trust	Met
St Helens Council Library Service	Strong
St Pauls Carnival (Bristol) CIC	Strong
Stan's Cafe	Strong
Stanley Picker Gallery	Met
Stockton Arts Centre Ltd	Outstanding
Stockton Borough Council Tees Valley Museum Group	Met
Stockton International Riverside Festival	Met

Organisation name	Creative case rating
Stoke on Trent & North Staffordshire Theatre Trust	Strong
Stopgap Dance Company	Outstanding
Stratford Circus	Strong
Streetwise Opera	Met
Strike A Light (Gloucester)	Strong
Stroud Valleys Artspace	Strong
Studio 3 Arts	Outstanding
Studio Voltaire	Strong
Studio Wayne McGregor	Strong
Suffolk Libraries	Met
Sunderland Culture	Met
Sunshine International Arts	Strong
Swindon Dance	Met
Take A Part CIC	Strong
Take Art Limited	Strong
Talawa Theatre Company Ltd	Strong
Talking Birds Theatre Company Limited	Met
Tamasha Theatre Company	Strong
Tangle Ltd	Outstanding
Tangled Feet	Met
Tara Arts	Strong
Tavaziva Dance	Strong

Organisation name	Creative case rating
Teesside University	Met
Tete a Tete	Met
Thackray Medical Museum	Strong
Thames Festival Trust	Met
the Albany	Strong
The Alternative Theatre Company Ltd.	Strong
The Anvil Trust Ltd	Met
The Artangel Trust	Met
The Arts Depot Trust Ltd	Strong
The Ashton Group Theatre	Strong
The Bluecoat	Strong
The Bowes Museum	Met
The Bronte Society	Met
The Children's Bookshow	Strong
THE CLAY FOUNDATION CIO	Not Met
The Courtyard Trust	Strong
The Creative Art House	Outstanding
The Customs House	Met
The DanceXchange Limited	Strong
The Devon Guild of Craftsmen	Met
The Dukes Playhouse Ltd	Strong
The Forge	Met

Organisation name	Creative case rating
The Gate Theatre Company Ltd	Strong
The Geffrye Museum	Met
The Hall For Cornwall Trust	Strong
The Hepworth Wakefield Trust	Strong
The Lawnmowers Independent Theatre Company	Outstanding
The Literary Consultancy	Strong
The Lowry Centre Trust	Strong
The Lyric Theatre Hammersmith Limited	Strong
The Maltings Berwick Trust Limited	Met
The Met	Met
The Midi Music Company	Strong
The Ministry of Stories	Met
The National Holocaust Centre and Museum	Outstanding
The National Youth Brass Band of Great Britain	Met
The New Carnival Company CIC	Met
The New Bridge Project	Met
The Octagon Theatre Trust	Met
The Organisation for New Music and Sound	Strong
The Photographers' Gallery	Met
The Poetry Archive	Met
The Poetry School	Strong
The Poetry Society	Strong

Organisation name	Creative case rating
The Point	Met
The Pound Arts Trust Ltd	Met
The Reader	Met
The Reading Agency	Strong
The Robert Pacitti Company Ltd	Strong
The Roundhouse Trust	Strong
The Seachange Trust	Met
The Showroom	Strong
The Southampton Nuffield Theatre Trust	Strong
The Spark Arts for Children	Outstanding
The Spring Arts & Heritage Centre	Strong
The Story Museum	Met
The Tank Museum	Met
The Theatre Orchard	Strong
The Wigmore Hall Trust	Met
The Writing Squad	Strong
The Yard Theatre Ltd.	Strong
The York Early Music Foundation	Met
Theatre Alibi	Met
Theatre Bristol Ltd	Strong
Theatre Centre	Strong
Theatre de Complicite Education Ltd	Strong

Organisation name	Creative case rating
Theatre Hullabaloo	Strong
Theatre in the Mill	Strong
Theatre Peckham	Strong
Theatre Royal (Plymouth) Ltd	Strong
Theatre-Rites	Strong
Third Angel	Met
Threshold Studios	Met
Tiata Fahodzi Ltd	Strong
TIN Arts	Outstanding
Tobacco Factory Theatres	Strong
Together! 2012 CIC	Strong
Told by an Idiot	Met
Tom Dale Company	Met
Tomorrow's Warriors Ltd	Strong
Towner Art Gallery	Met
Travaux Sauvages Ltd t/a Wildworks	Strong
Travelling Light Theatre Company	Strong
Triangle Arts Trust	Strong
Tullie House Museum and Art Gallery	Met
Turner Contemporary	Strong
Turner Sims, Southampton	Met
tutti frutti productions	Strong

Organisation name	Creative case rating
Tyne & Wear Archives & Museums	Strong
Tyneside Cinema	Met
UK Young Artists	Met
Unfolding Theatre	Met
Unicorn Theatre (Caryl Jenner Productions)	Strong
Unity Theatre	Strong
University of Cambridge Museums	Met
University of Derby Theatre limited	Strong
University of Leicester, Attenborough Arts Centre	Strong
University of Oxford	Met
University of the Arts London – Afterall	Strong
University of Warwick	Strong
Unlimited Theatre	Met
UP Projects	Strong
Upswing Aerial Limited	Strong
Urban Development Ltd	Met
Vamos Theatre Company	Met
Vane Contemporary Art Limited	Strong
Venture Arts	Strong
Vincent Dance Theatre	Outstanding
Vital Xposure	Strong
Viva Chamber Orchestra Ltd	Met

Organisation name	Creative case rating
Vivid Projects	Met
Wakefield Council – Museums	Strong
Walk The Plank	Met
Walsall Council	Met
Wasafiri Ltd	Strong
Watermill Theatre	Met
Watershed Arts Trust Ltd	Strong
Waterside Artists Co-operative Limited	Met
Watts Gallery Trust	Met
Wavendon Allmusic Plan Ltd	Strong
Welsh National Opera	Met
West Yorkshire Print Workshop	Met
Whitechapel Gallery	Met
Whitstable Biennale	Strong
Wiltshire Creative	Met
Wiltshire Music Centre Trust Ltd	Strong
Wired Aerial Theatre Ltd	Not Met
Wise Children	Strong
Without Walls	Strong
Wolverhampton City Council	Met
Woodhorn Charitable Trust	Met
Workplace Foundation	Met

Organisation name	Creative case rating
World Heart Beat Music Academy	Strong
Writing East Midlands	Strong
Writing on the Wall	Strong
Writing West Midlands	Strong
Wysing Arts Centre	Outstanding
Yaram Arts CIC	Strong
Yellow Earth Theatre Company	Strong
York Citizen's Theatre Trust	Met
York Museums Trust	Strong
Yorkshire Artspace Society Ltd	Met
Yorkshire Dance Centre Trust	Strong
Yorkshire Sculpture Park	Strong
Young Vic Company	Strong
Z-arts	Strong
ZoieLogic Dance Theatre	Outstanding
ZooNation: The Kate Prince Company Ltd	Met

Projects and audiences

Grants for the Arts (GFTA) closed on 1 March 2018 and was replaced by the Arts Council National Lottery Project Grants (NLPG) programme that launched on 5 March 2018. For that reason, we've included data from both programmes in the following pages.

The audience data in this year's report has been drawn from the aggregate dataset provided to us by The Audience Agency.

Grants for the Arts, National Lottery Project Grants (NLPG) and Developing Your Creative Practice

BME

- Total % successful applicants
- % of successful BME applicants

Rate of successful applications to:

NLPG



Developing Your Creative Practice (DYCP)



For Grants for the Arts (GFTA)



All programmes



Values of grants awarded to BME applications



Disabled

- Total % successful applicants
- % of successful disabled applicants

Rate of successful applications to:

NLPG



Developing Your Creative Practice (DYCP)



For Grants for the Arts (GFTA)



All programmes



Values of grants awarded to Disabled applications



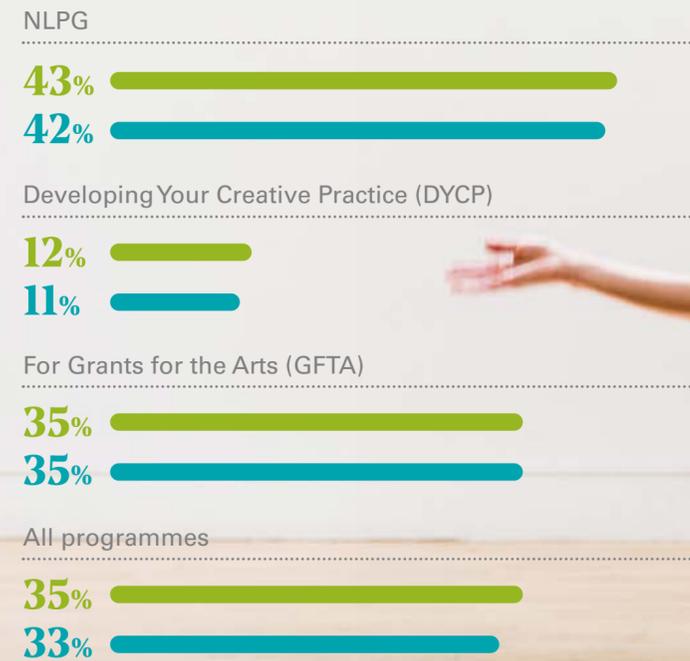
Note: the demographic percentage is showing the success rate of those specific applications, not of the whole.

Grants for the Arts, National Lottery Project Grants (NLPG) and Developing Your Creative Practice

Female

- Total % successful applicants
- % of successful female applicants

Rate of successful applications to:



Values of grants awarded to female applications

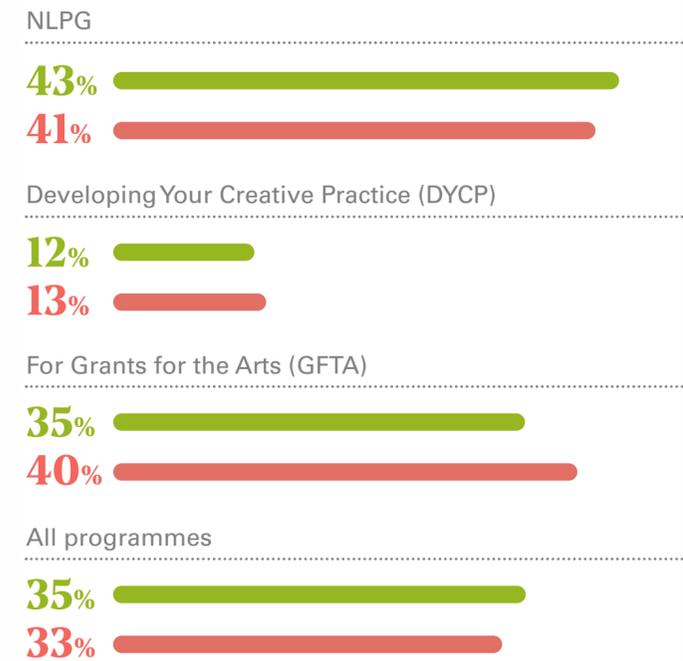


Note: in instances where applicants have more than one diverse characteristic, they have been included in all applicable data sets in this section.

LGBT

- Total % successful applicants
- % of successful LGBT applicants

Rate of successful applications to:



Values of grants awarded to LGBT applications



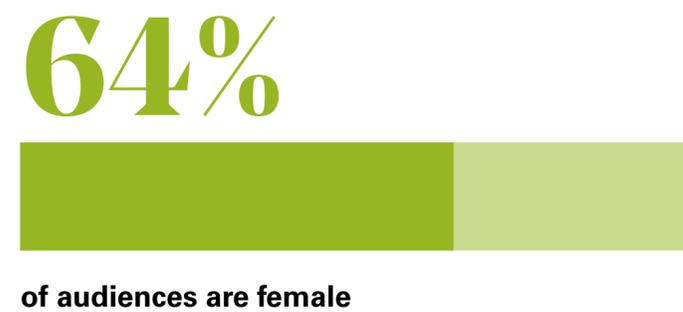
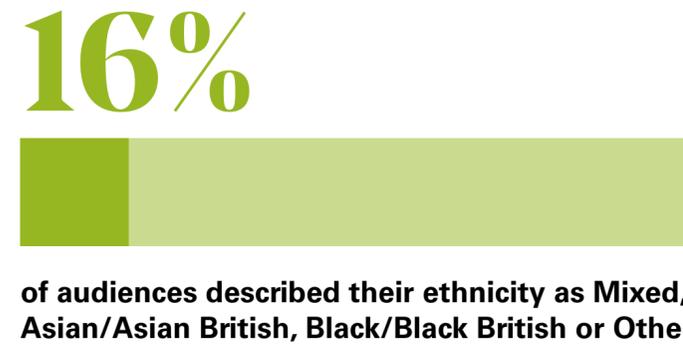
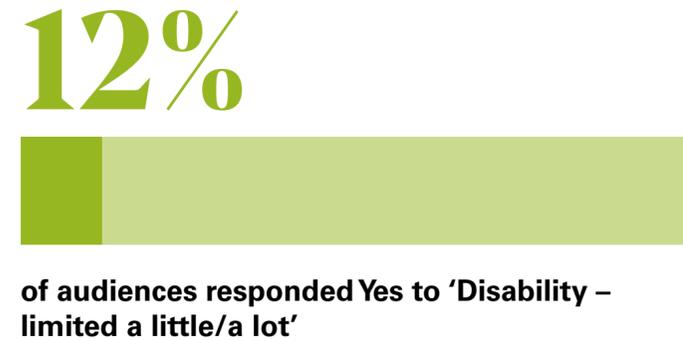
Audiences

Using data provided by the Audience Agency, we have been able to report on the socio-economic profile of audiences across the National Portfolio.

In the 2018-22 investment round we also made it mandatory for Band 2 and 3 NPOs to use Audience Finder to capture and share with us information around the age, gender, ethnicity and disability of their audiences.

The audience data in this year's report has been drawn from the aggregate dataset provided to us by The Audience Agency.

	National Average
Age	
16-24	10%
25-34	14%
35-44	16%
45-54	17%
55-64	21%
65+	23%
Disability	
Yes, limited a little	3%
Yes, limited a lot	9%
No	88%
Ethnicity	
White	84%
Mixed	5%
Asian or Asian British	6%
Black or Black British	3%
Other	2%
Gender	
Female	64%
Male	36%
In another way	1%



Areas

Disability

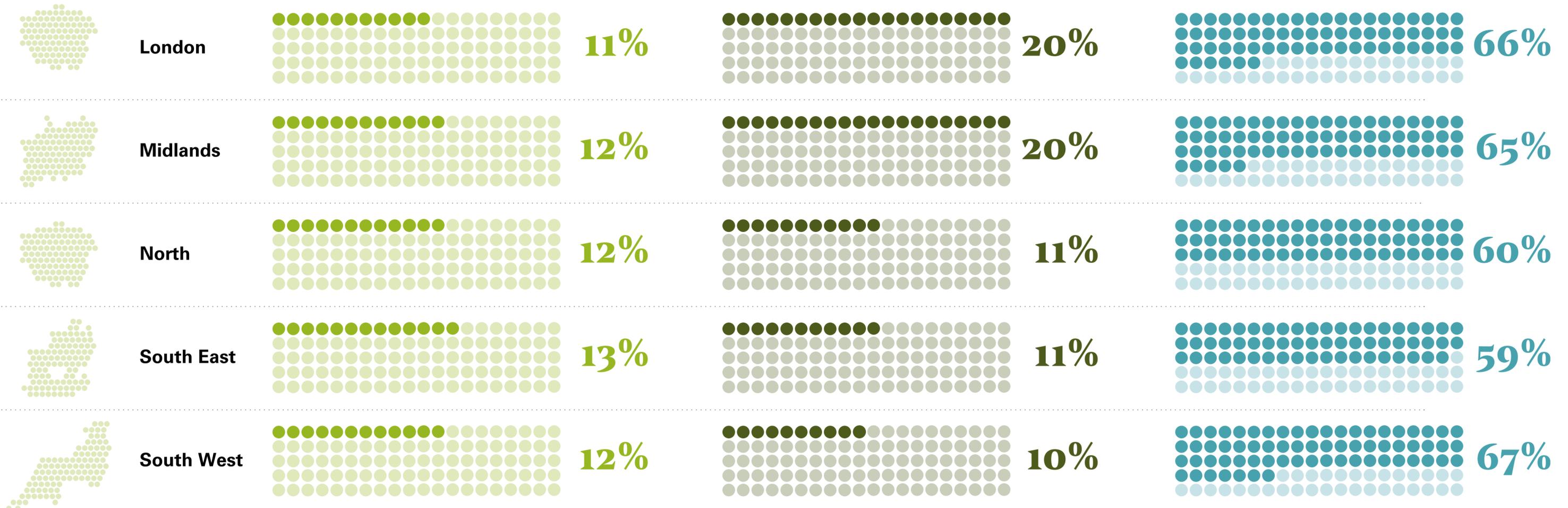
% of audiences who identify as having a disability

Ethnicity

% of audiences who described their ethnicity as Mixed, Asian/Asian British, Black/Black British or Other:

Gender

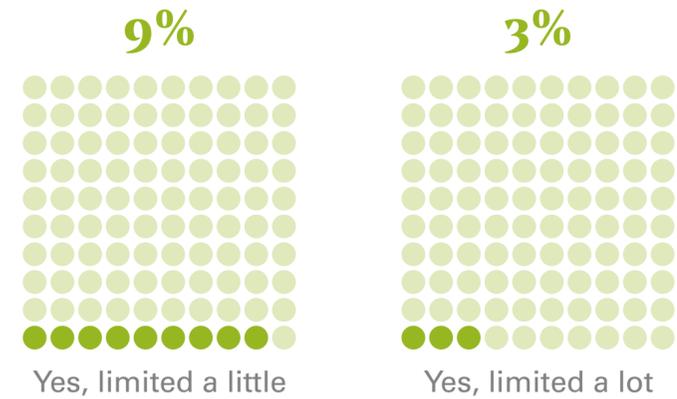
% of audiences that are female



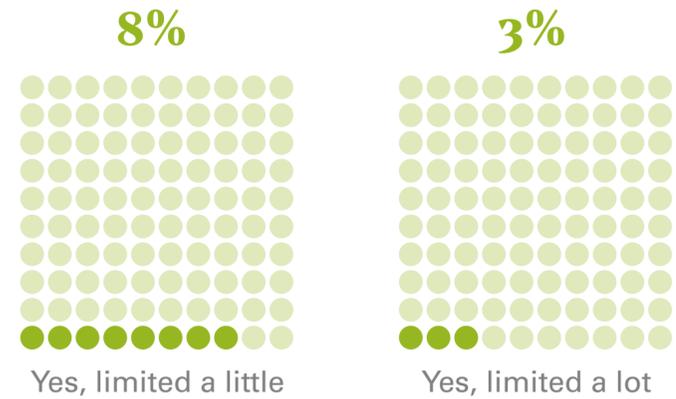
Areas

Disability

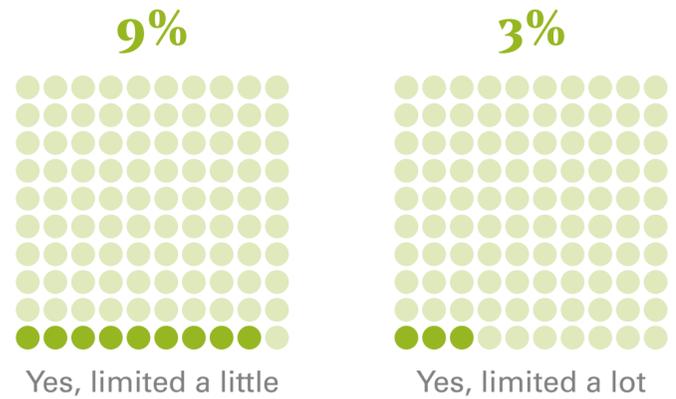
All (NPO)



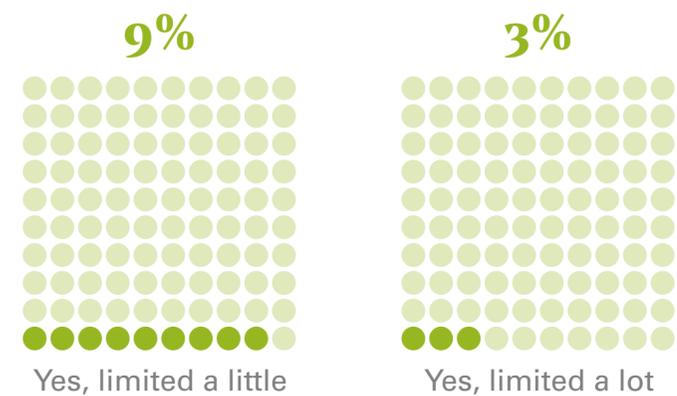
London (NPO)



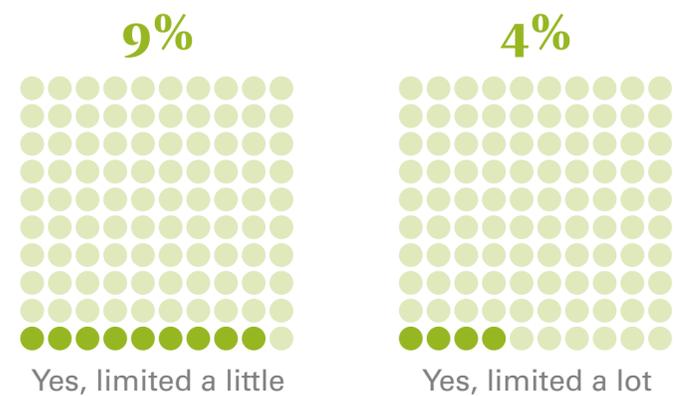
Midlands (NPO)



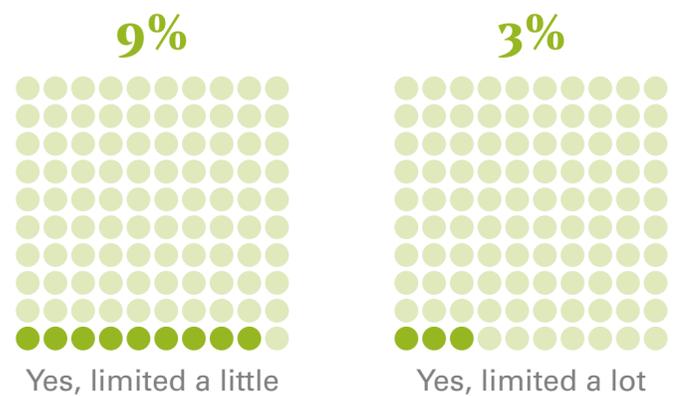
North (NPO)



South East (NPO)



South West (NPO)



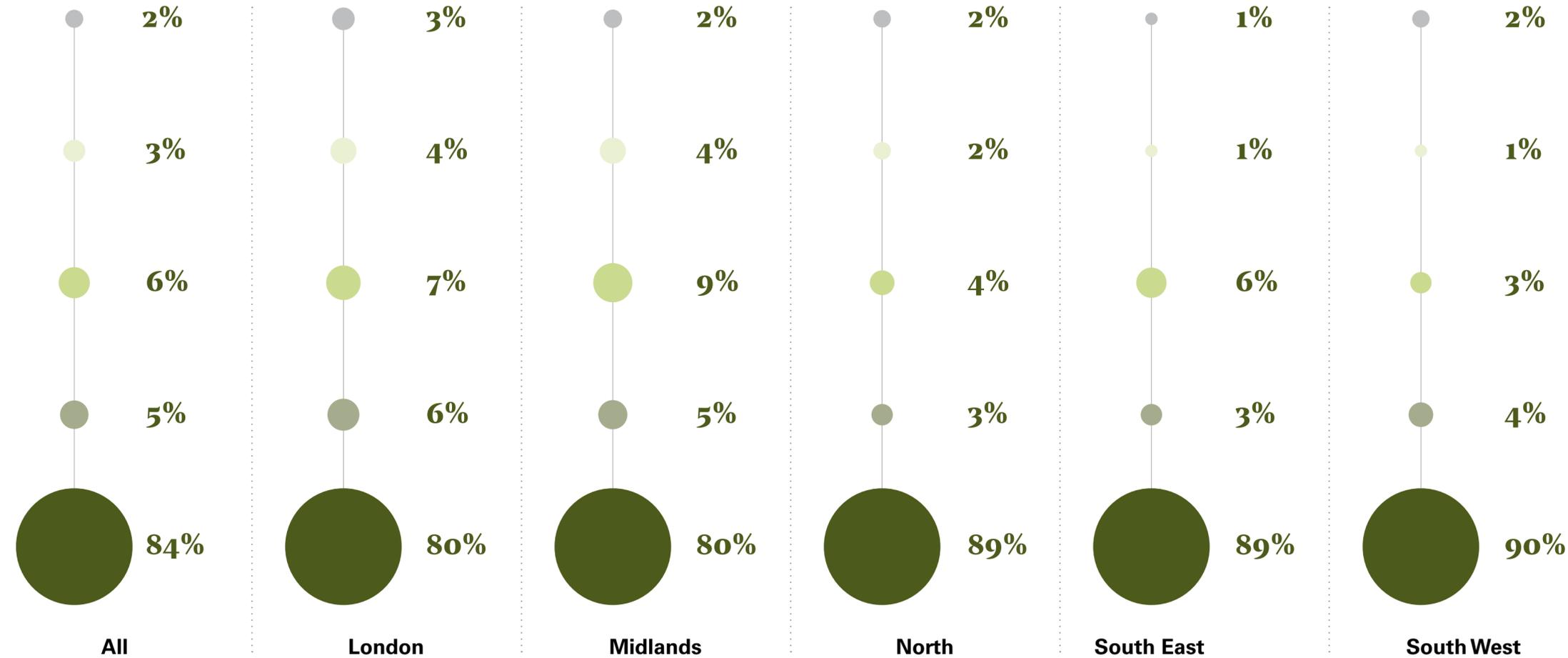
Total identifying as having a disability and not

	Yes	No
All	12%	88%
London	11%	89%
Midlands	12%	88%
North	12%	88%
South East	13%	87%
South West	12%	88%

Areas

Ethnicity

● White
 ● Mixed
 ● Asian or Asian British
 ● Black or Black British
 ● Other



Total BME

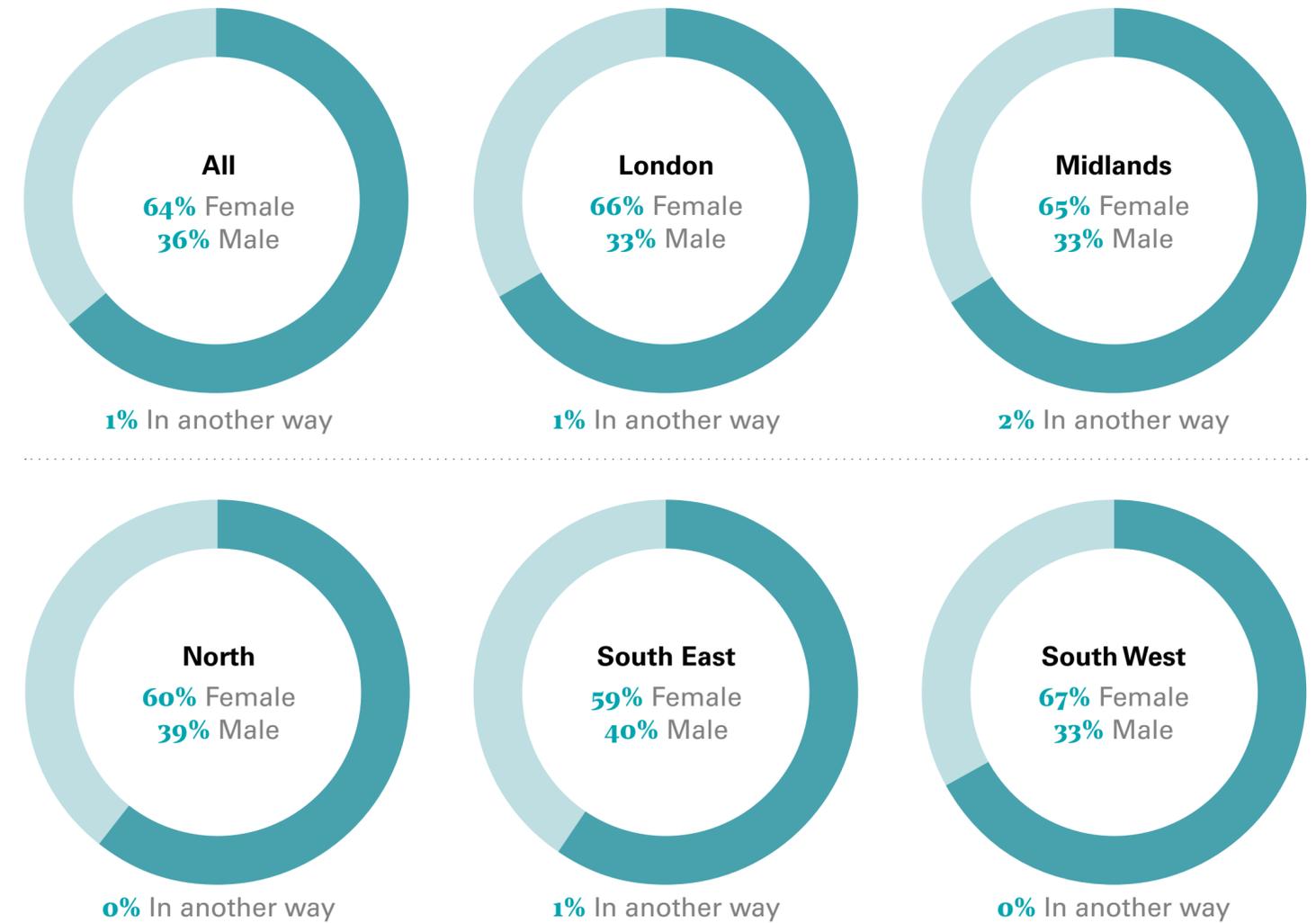
All	16%
London	20%
Midlands	20%
North	11%
South East	11%
South West	10%

Areas

Age

	All	London	Midlands	North	South East	South West
16-24	10%	10%	12%	8%	8%	13%
25-34	14%	16%	16%	12%	10%	11%
35-44	16%	16%	19%	15%	12%	16%
45-54	17%	17%	16%	18%	17%	18%
55-64	21%	20%	17%	23%	24%	21%
65+	23%	21%	19%	23%	28%	21%

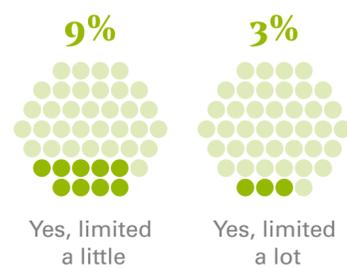
Gender



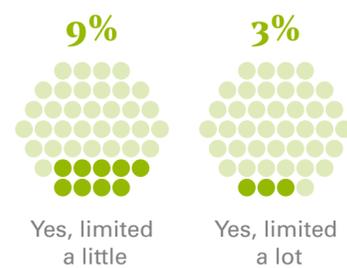
Disciplines

Disability

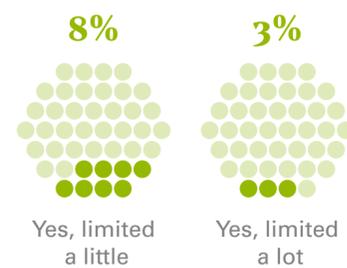
All



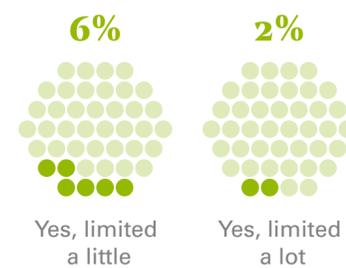
Combined Arts



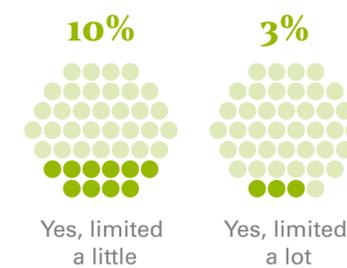
Dance



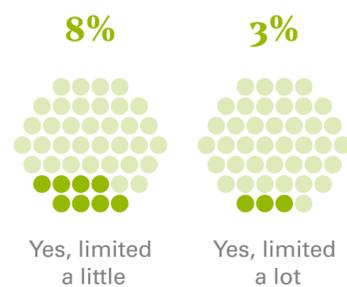
Libraries



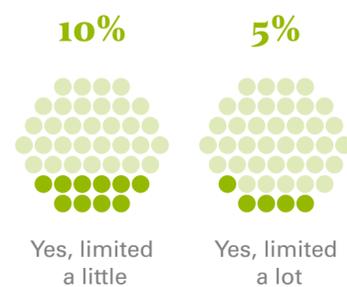
Literature



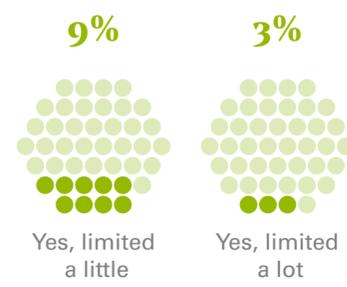
Museums



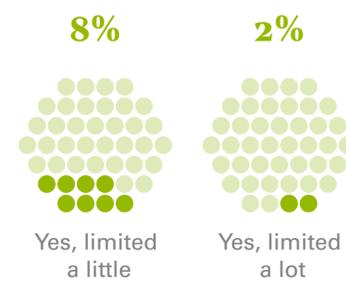
Music



Theatre



Visual Arts

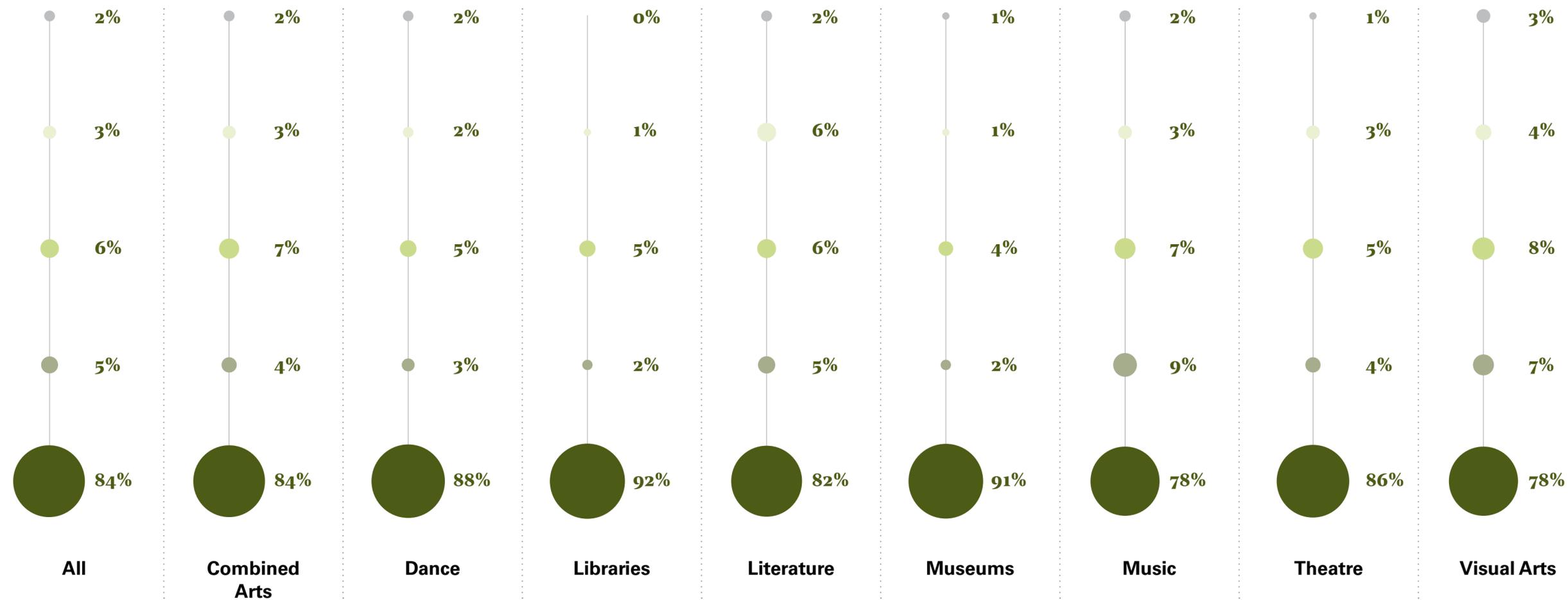


Total identifying as having a disability and not

	Yes	No
All	12%	88%
Combined Arts	12%	88%
Dance	11%	89%
Libraries	8%	92%
Literature	13%	87%
Museums	11%	89%
Music	15%	85%
Theatre	12%	89%
Visual Arts	10%	89%

Disciplines

Ethnicity



Total BME

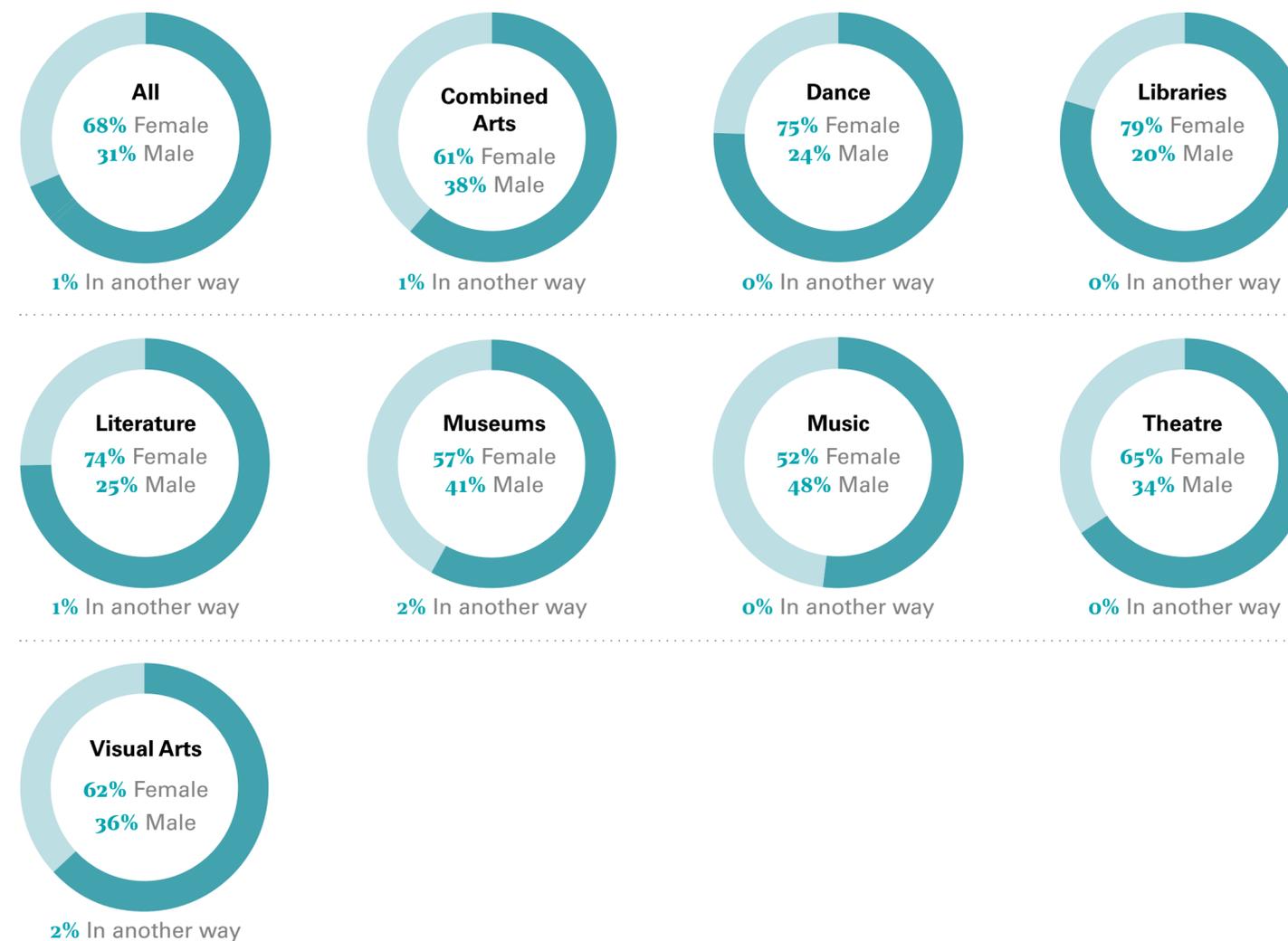
All	16%
Combined Arts	16%
Dance	12%
Libraries	8%
Literature	19%
Museums	8%
Music	21%
Theatre	13%
Visual Arts	22%

Disciplines

Age

	All	Combined Arts	Dance	Libraries	Literature	Museums	Music	Theatre	Visual Arts
16-24	7%	7%	5%	2%	8%	9%	6%	6%	22%
25-34	13%	13%	10%	20%	21%	14%	8%	10%	22%
35-44	17%	18%	16%	42%	26%	16%	9%	14%	16%
45-54	19%	20%	20%	12%	15%	15%	17%	19%	13%
55-64	22%	23%	25%	9%	17%	20%	26%	24%	13%
65+	22%	19%	24%	14%	13%	26%	34%	27%	13%

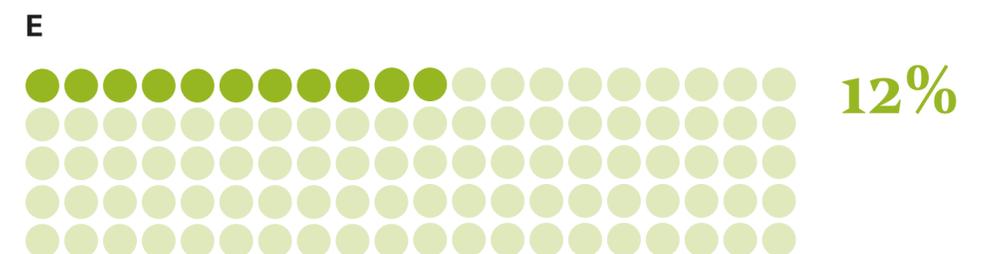
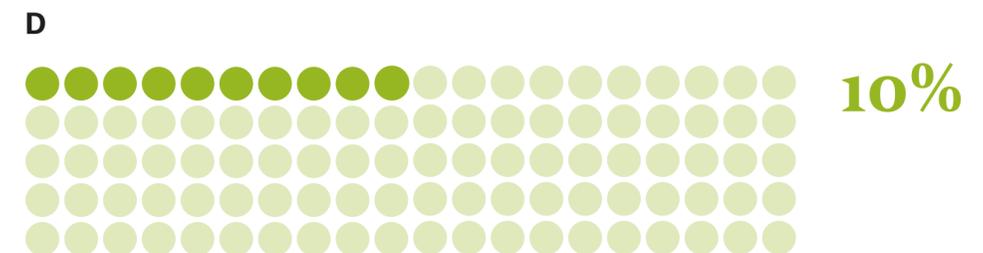
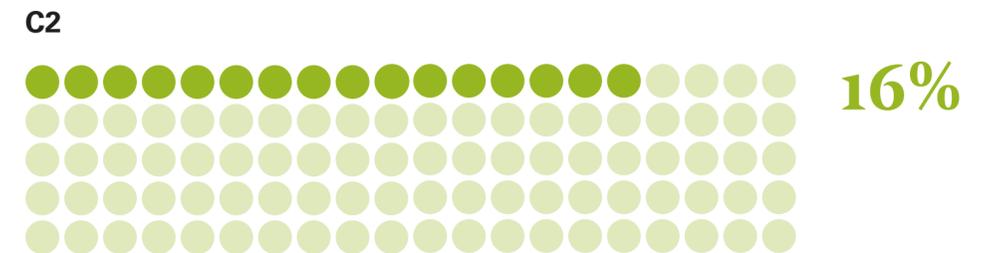
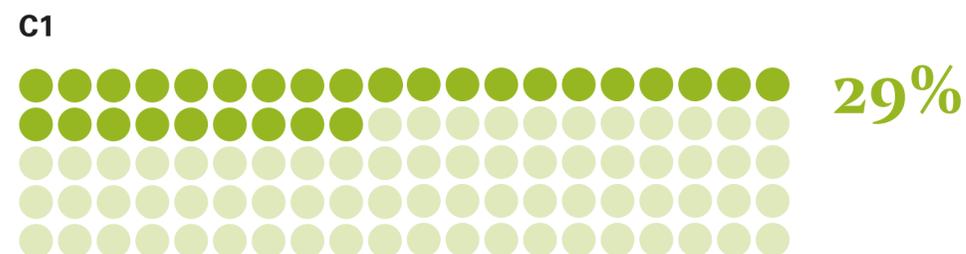
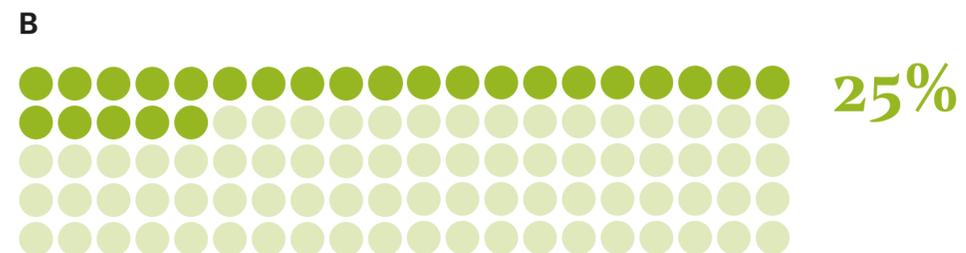
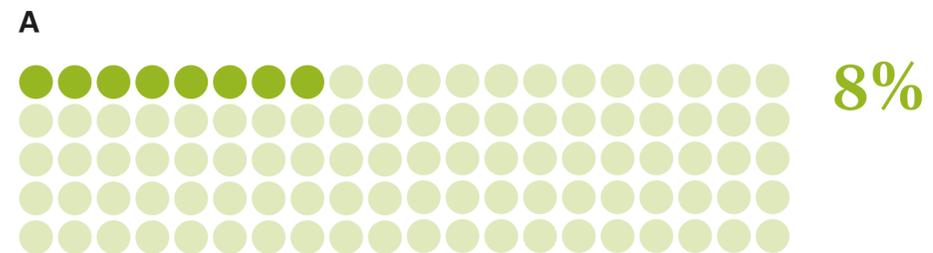
Gender



Social grade

A	Higher managerial, administrative or professional
B	Intermediate managerial, administrative or professional
C1	Supervisory or clerical and junior managerial, administrative or profession
C2	Skilled manual workers
D	Semi and unskilled manual workers;
E	Casual or lowest grade workers, pensioners and those who are dependent on welfare state for their income

% of total



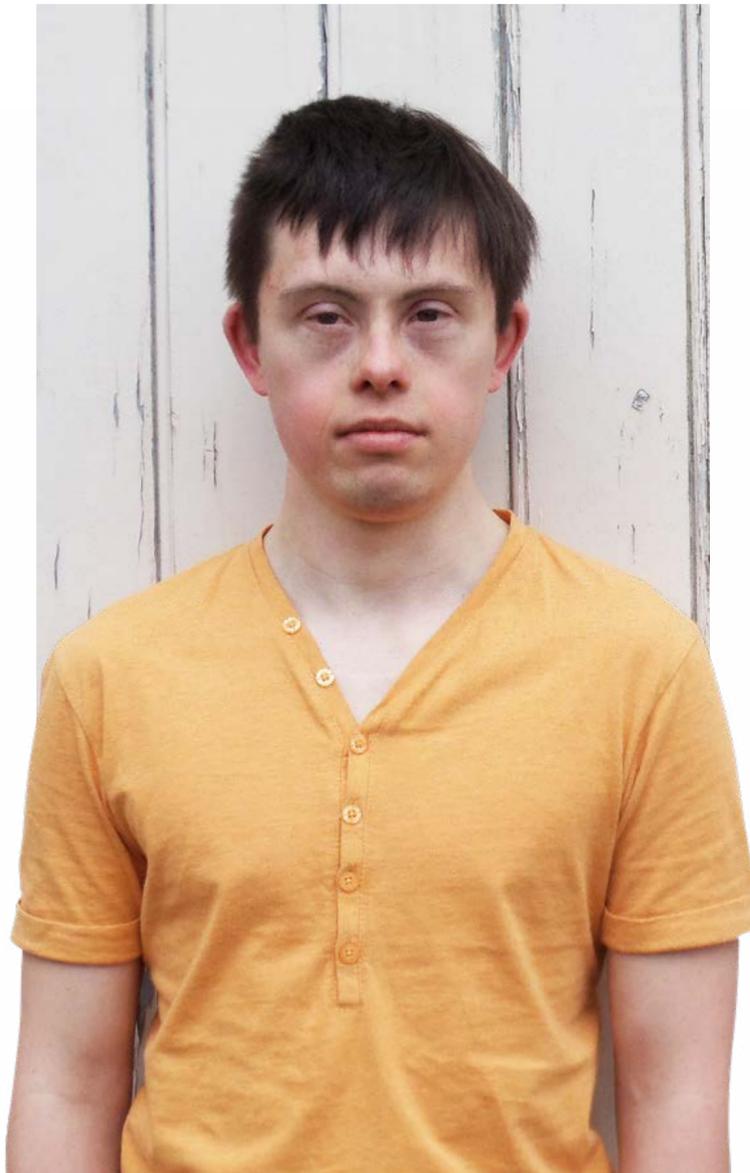
About us

We present data about ourselves in this report too. Here you can find more about the diversity of our workforce and leadership, including the latest figures on our gender pay gap, and information on the diversity of our National and Area Councils.

Arts Council England workforce and leadership

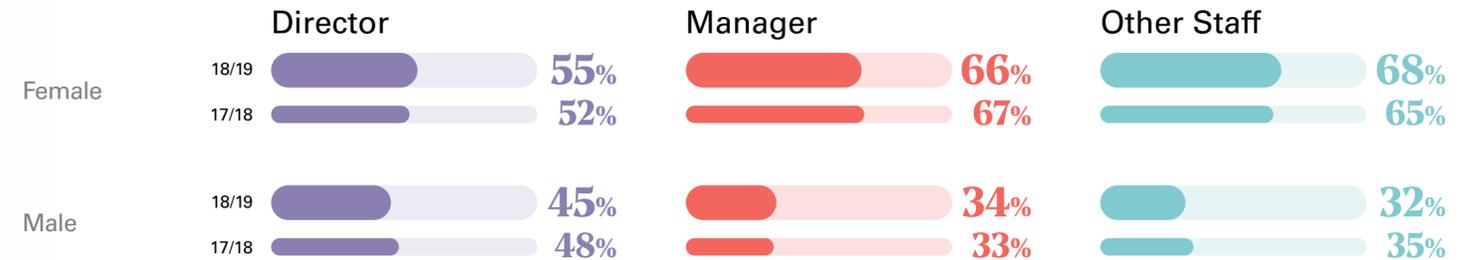
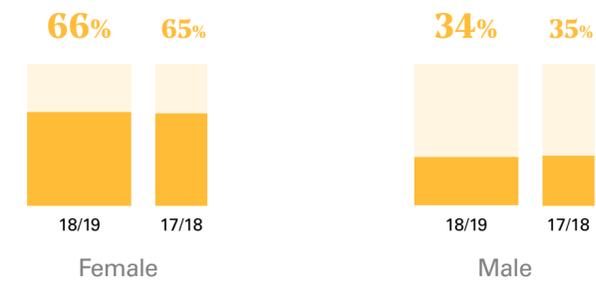
The percentage of total female staff has gone up from 65% to 66% with female Directors increasing from 52% to 55%.

There has been an increase in total BME staff from 9% to 11%. The percentage of total disabled staff has increased from 6% to 7%. 14% of total staff have identified as LGBT.



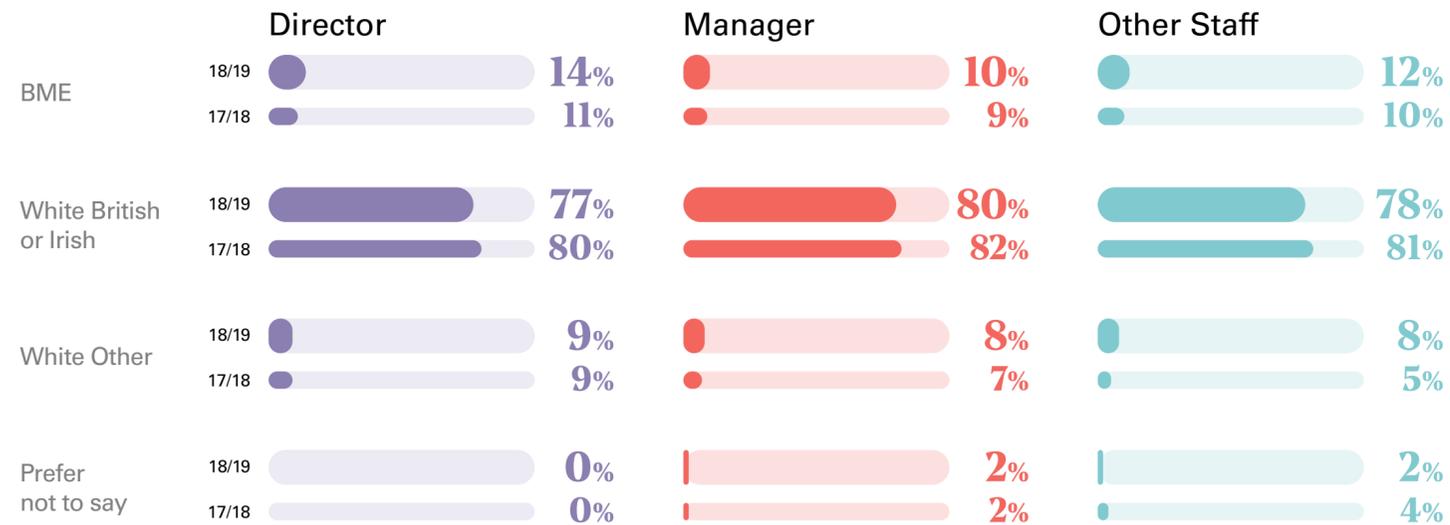
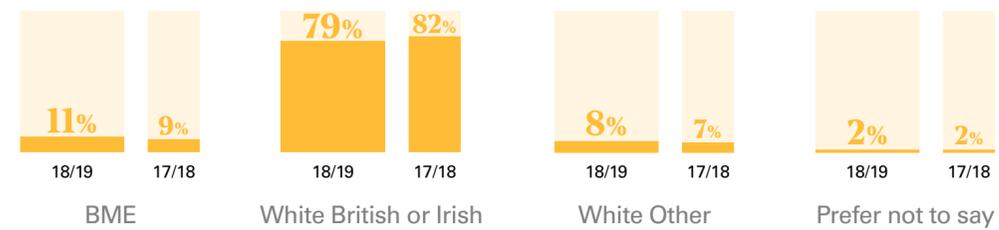
Gender

Total



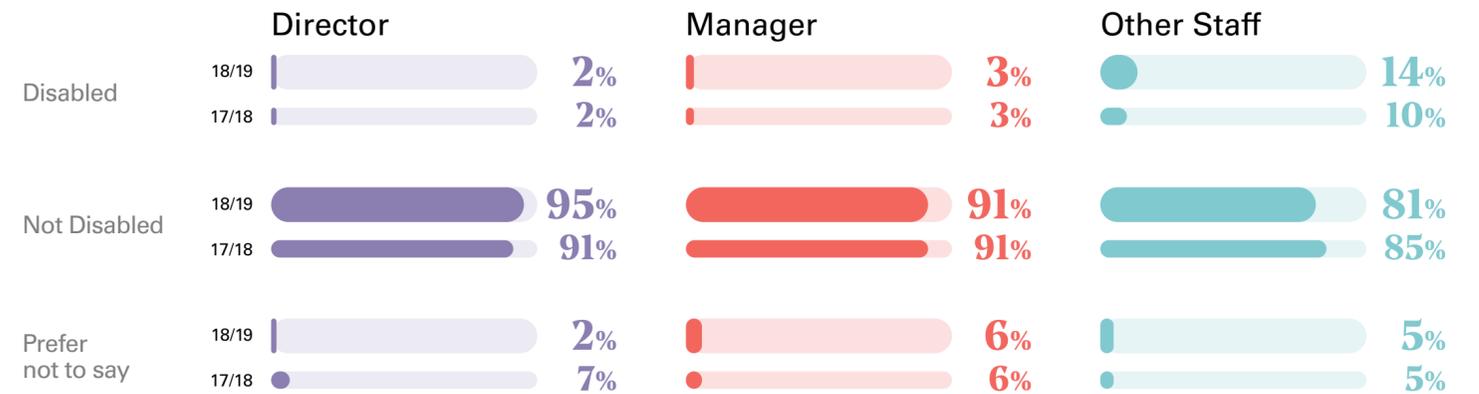
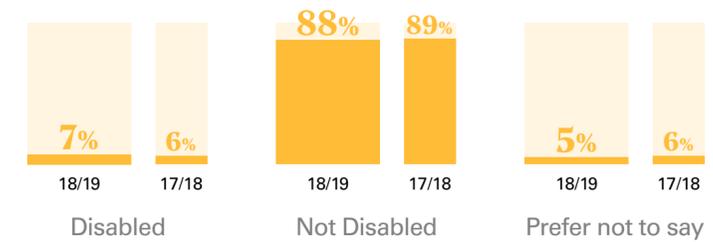
Ethnicity

Total



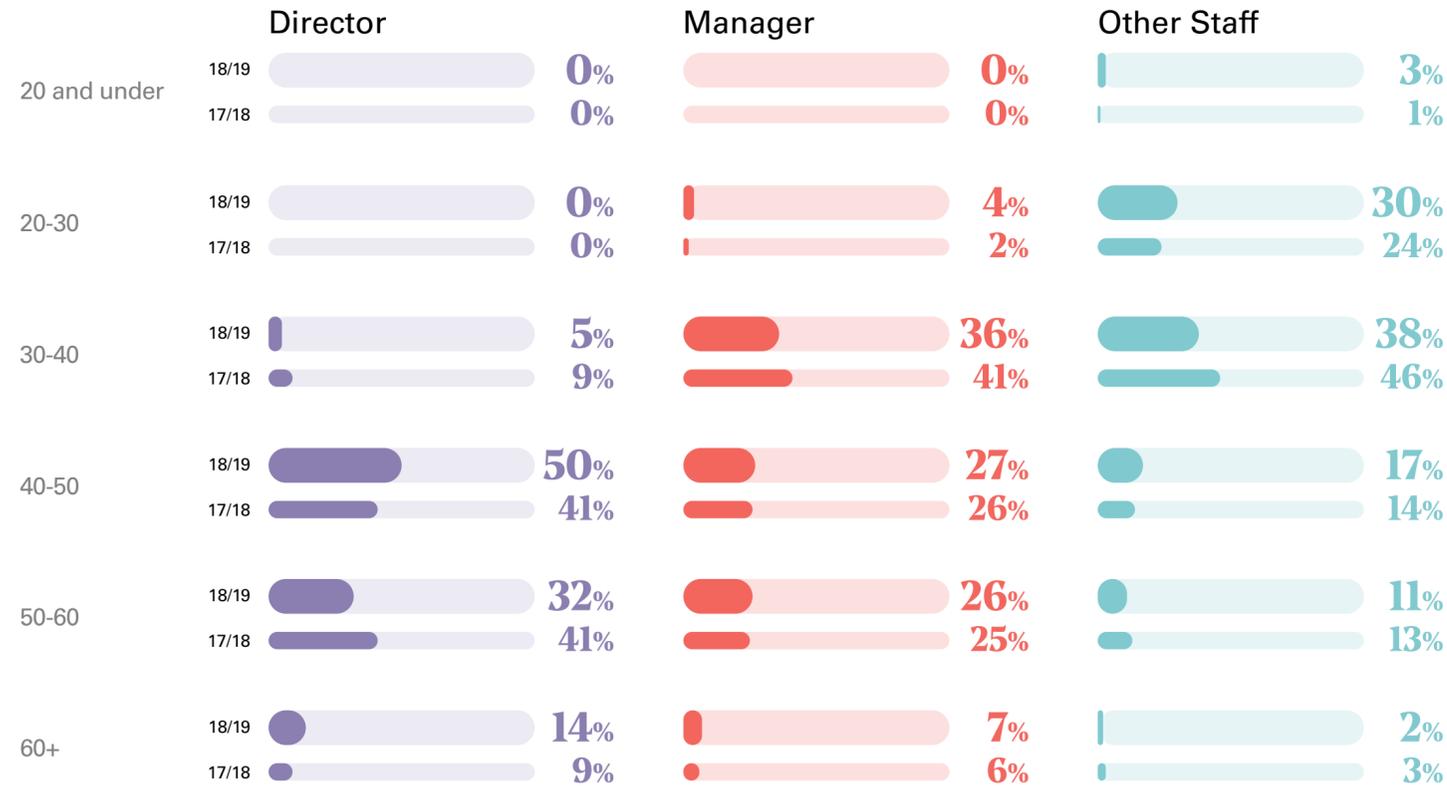
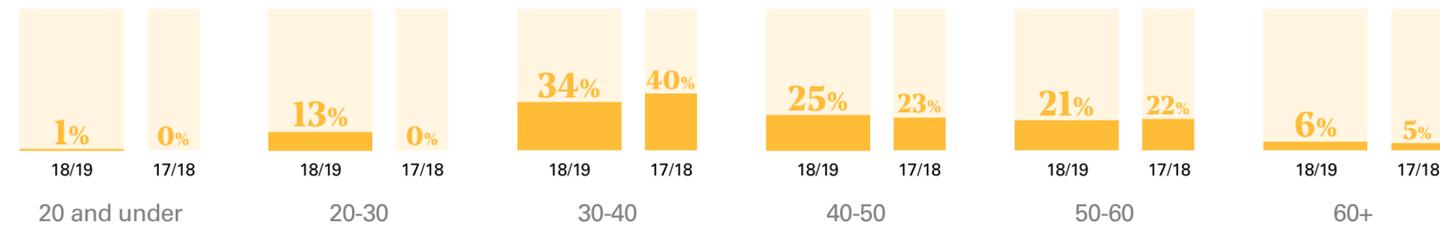
Disabled Staff

Total



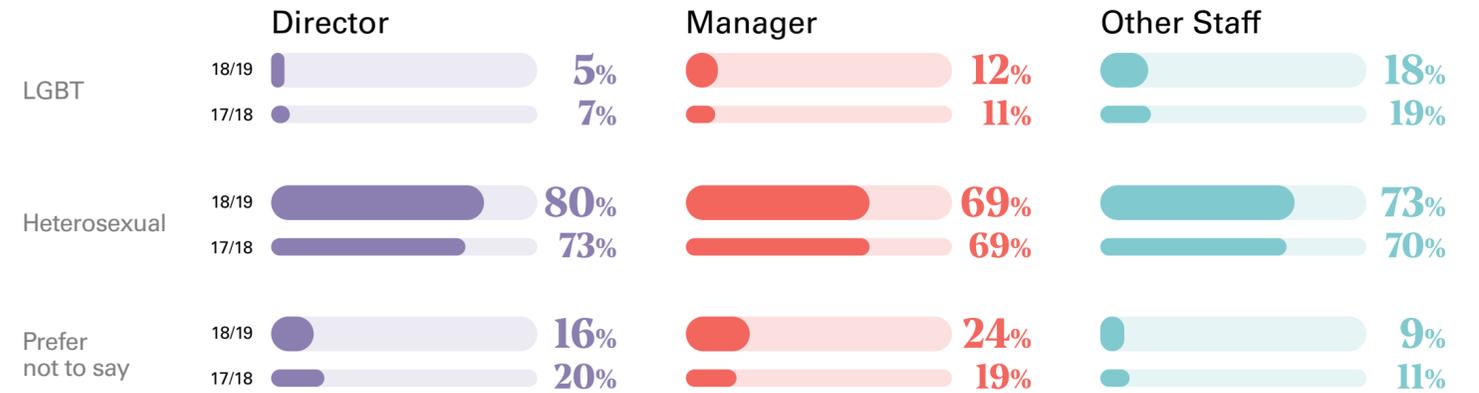
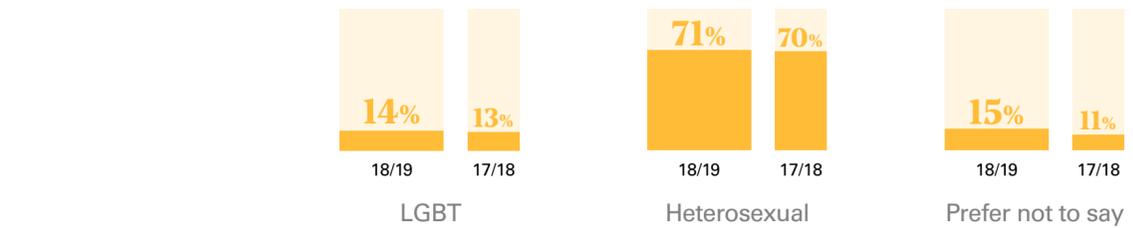
Age

Total



Sexual Orientation

Total



Our gender pay gap



At March 2018, there were 521 people working at the Arts Council. The mean difference between the average hourly salaries of male and female employees in 2018 was 6.7%; the median difference was -0.6%.

At April 2019, there were 581 people working at the Arts Council, an increase in headcount of 60. The mean hourly salary difference increased to 7.5%; the median difference was 3.4%.

Of the 60 new employees in 2018-2019, 68% (41) were female and 32% (19) were male. Although there were more female new employees than male, where they joined influenced the change in gender pay gap. 78% of the men joining in 2018-19 came into Bands B (Senior Manager) and C (Manager) which align with the statistics shown below for our third quartile. Of the female new starters, 58% joined in Bands D, E and F. The Band F recruitments are primarily apprentices.

The median gender pay gap grew slightly from -0.6% in 2018 to +3.4% in 2019. In other words, the hourly rate of pay went from 10p in favour of females in 2018 to 62p in favour

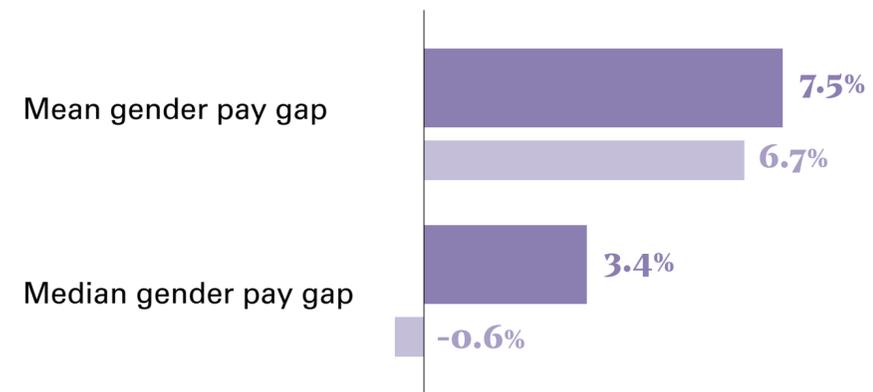
of males in 2019. This change resulted from more males coming into the second highest paid quartile than previously (although they still constitute only 31% in this) and more females than usual falling out of it, due to their being in a period of unpaid maternity leave at the time the data was collated. In parallel to this, there was a growth in the female proportion of the lowest paid quartile (from 61.6% to 65.5%), largely as a result of the entrants into our apprenticeship programme. Reflecting this increase in female apprentices, the female population in band F increased by 160% (from 5 to 13). The gender population in our highest paid quartile did not change much (45.6% M v 54.4% F), largely due to low staff turnover in this cohort.

All Arts Council staff received the same consolidated cost of living salary increase of 1.5% in 2018-19 and the same bonus of £264. All staff with over 12 months service were eligible for the bonus. The bonus payment is pro-rated for part time employees. This explains the mean difference in bonus payments to men and women (16.3%); this reflects the high number of new female recruits with under 12 months service.

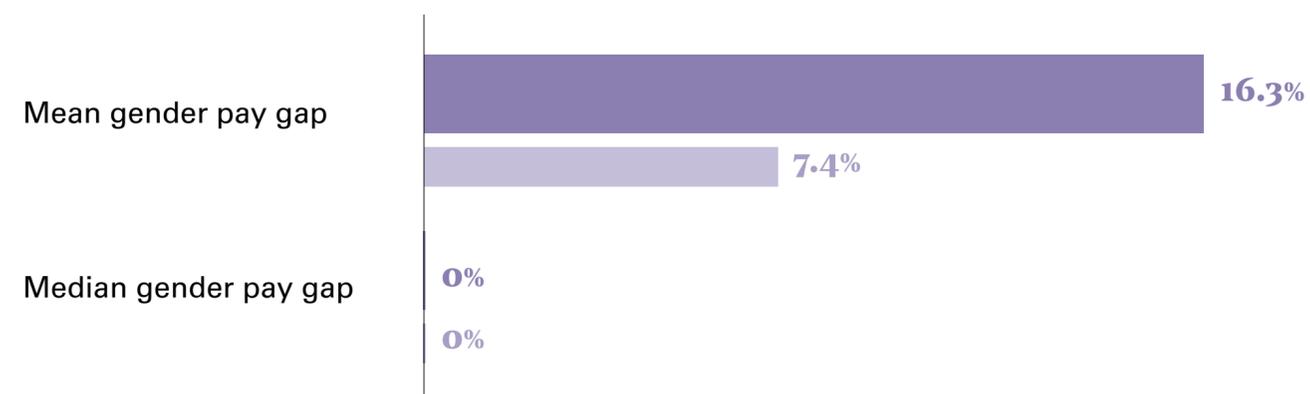
Our gender pay gap

● 2019 ● 2018

Ordinary pay



Bonus pay in the 12 months ending 31 March



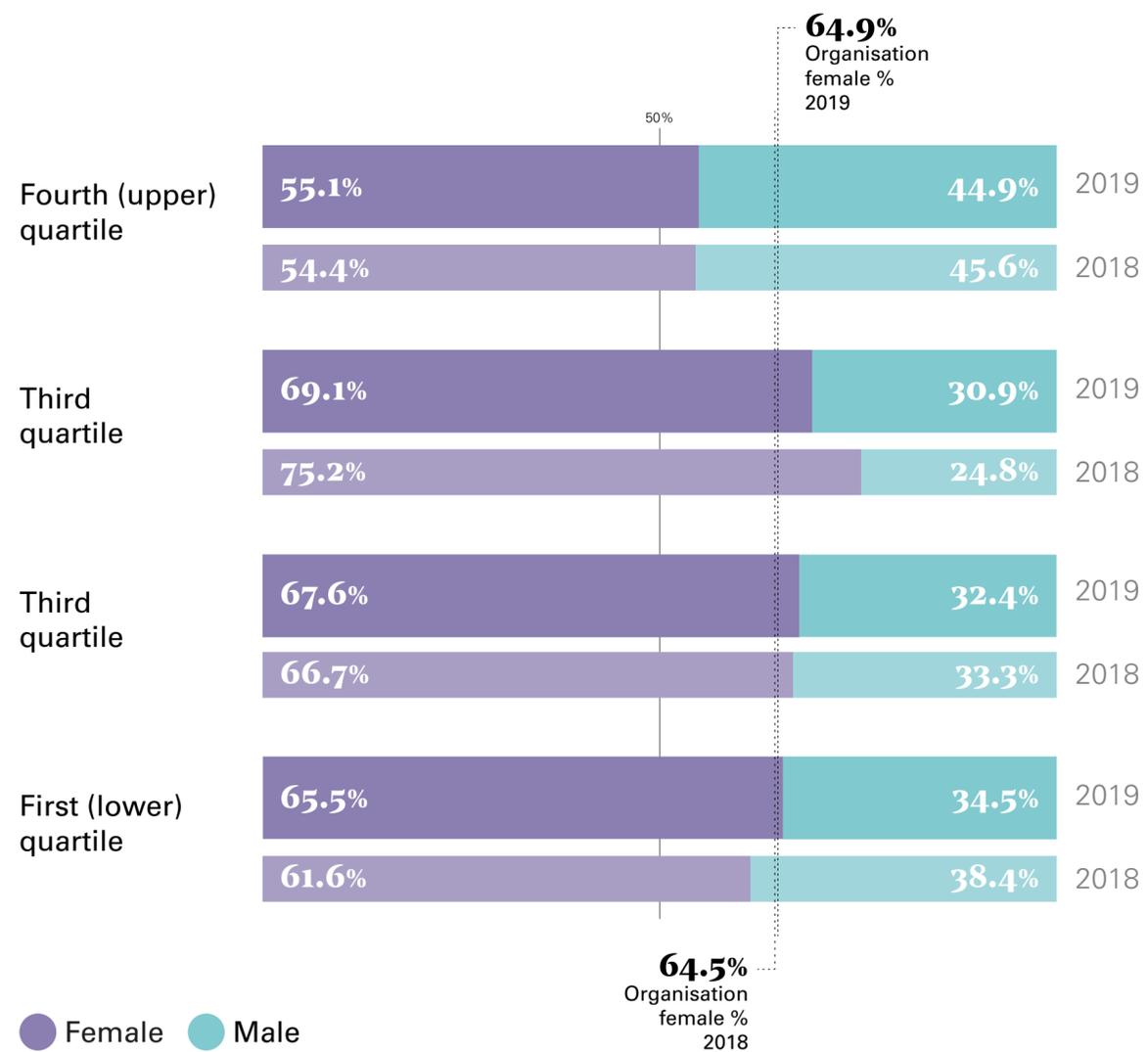
The proportion of male employees paid a bonus in the 12 months ending 31 March



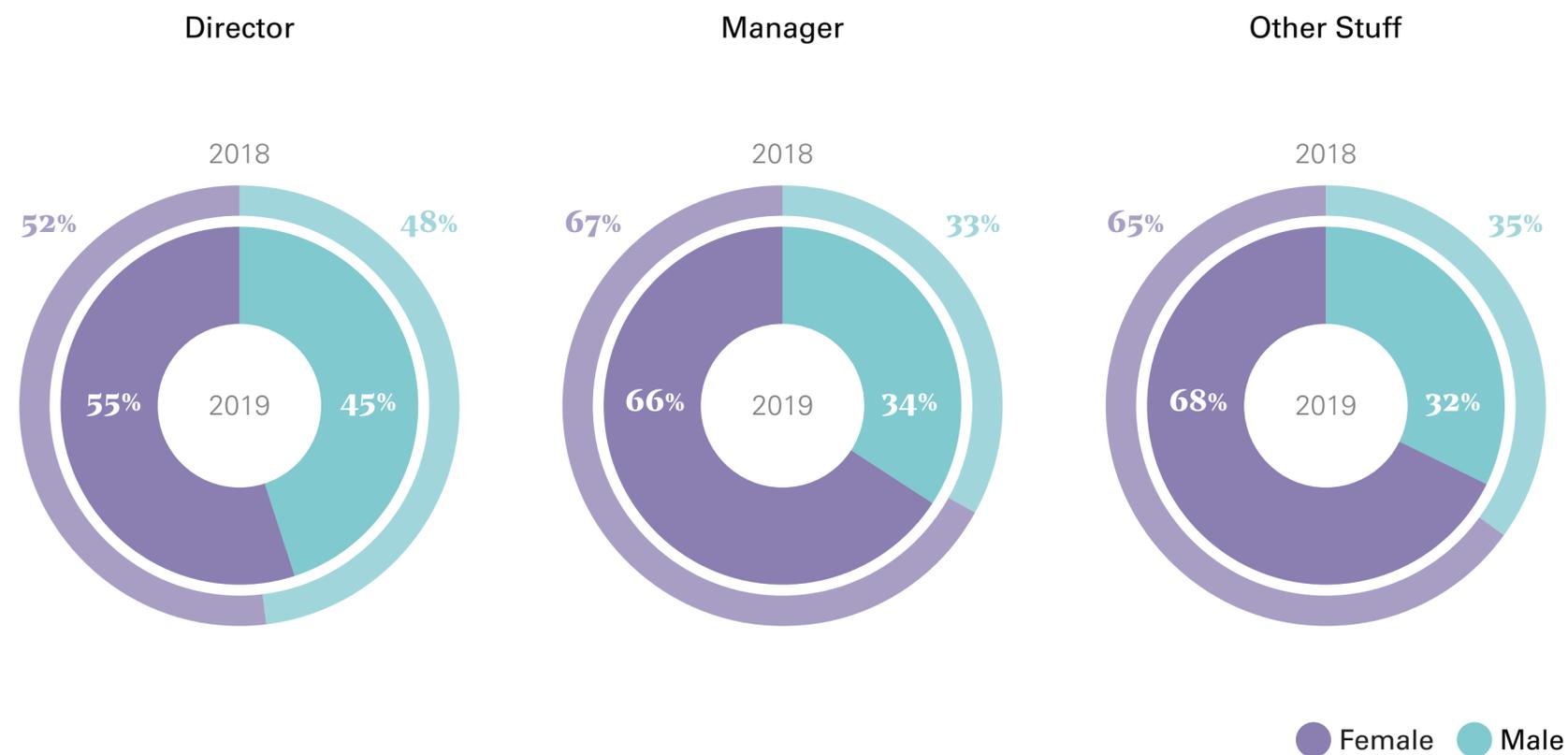
The proportion of female employees paid a bonus in the 12 months ending 31 March



Proportion of male and female employees in each quartile:



Gender by grade



Change from 2018 to 2019

		% Bonus		Quartile	
Mean		M		First quartile	
0.8%		-4.0%		3.9%	
Median		F		Second quartile	
4.0%		8.3%		0.9%	
Bonus		% Bonus		Third quartile	
Mean		M		-6.1%	
8.9%		-4.0%		Fourth quartile	
Median		F		0.7%	
0.0%		-8.3%			



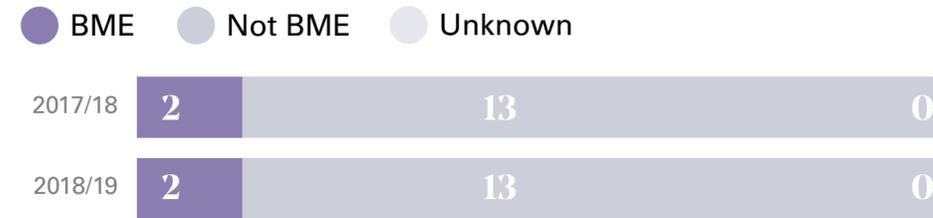
Our National and Area Councils

Our National and Area Councils are an important part of the Arts Council's decision-making structure.

Most council members typically serve a set term of four years and this accounts for the lack of change in these statistics from last year.

National Councils

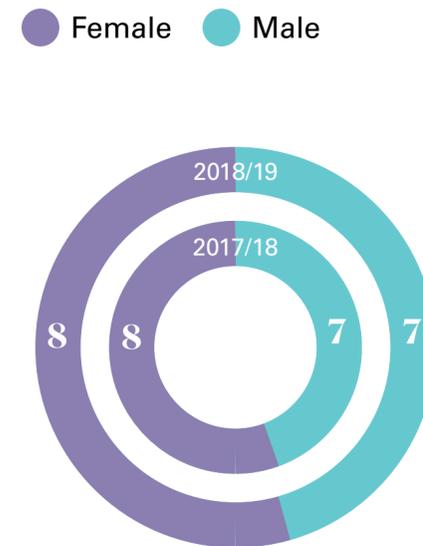
Ethnicity



Disability

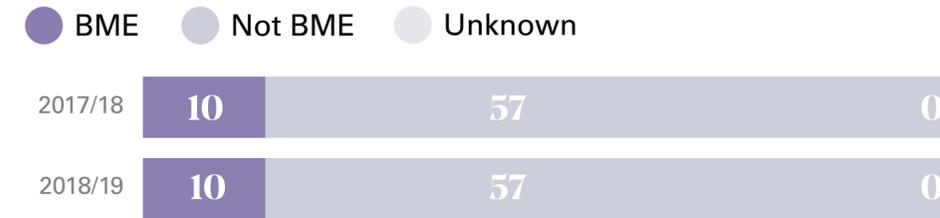


Gender



Area Councils

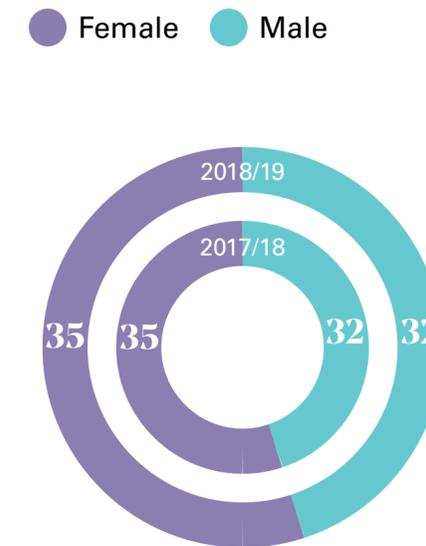
Ethnicity



Disability



Gender





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Website: artscouncil.org.uk

Twitter: [@ace_national](https://twitter.com/ace_national)
Instagram: [@aceagrams](https://www.instagram.com/aceagrams)
Facebook.com/[artscouncilofengland](https://www.facebook.com/artscouncilofengland)

Cover: Fertile Ground dancers and Quatuor VoxPopuli musicians in production image from Twilight Dances Photo ©Kevin Wong
Pg 4. British Youth Opera © Robert Workman
Pg 5. British Youth Opera © Robert Workman
Pg 6. Theatre Royal Stratford East – The Wolves © Manuel Harlan
Pg 8. Stoppgap Dance Company: Frock, 2019 © Chris Parkes
Pg 9. Royal Exchange Theatre – LIGHT FALLS © Manuel Harlan
Pg 11. The Point – Hampshire Youth Dance Company © Chris Nash
Pg 16. Complicité - The Magic Flute © Robbie Jack
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Pg 25. Theatre Royal Stratford East – King Hedley II © The Other Richard
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Pg 27. Modern masterpiece (aka michael clark company) © Hugo Glendinning
Pg 28. Southbank Centre - Dog without Feathers Lead Photo: © Cafi
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Pg 60. Theatre Royal Stratford East – The Village @ Johan Persson
Pg 61. Almeida – Summer and Smoke © Marc Brenner
Pg 63. Red Earth Theatre - Mirror Mirror © Robert Day
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Pg 85. Theatre Royal Stratford East – Queer Lates © Harry Elleston
Pg 85. Liverpool Arab Arts Festival 2019: Gesturing Refugees © Amy Sinead Moran
Pg 86. Diverse City - Extraordinary Bodies © Chris Frazer Smith
Pg 96. © Vanessa Brooks
Pg 99. RSC - Next Generation ACT Rehearsals September 2017. Photo © Rob Freeman
Pg 104 Boundless Theatre – Parakeet in Edinburgh @ Jane Hobson