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01 Introduction

Our vision is to create, through dance, a depth of connection beyond borders, cultures and languages so we see ourselves in each other. Having a workforce that represents a diversity of thought and lived experience is crucial in achieving this vision. Therefore, we ask our colleagues and Board of Trustees to self-report on how they identify, and this data helps track progress and inform decision-making.

In summer 2020, we shared data for our workforce, in response to the #pulluporshutup campaign. We have now updated that data in a three-year picture here. The data includes the categories of gender, working hours, sexual orientation, age, ethnicity, and disability & impairment. Each year's data represents a snapshot in time, taken in April of that year.

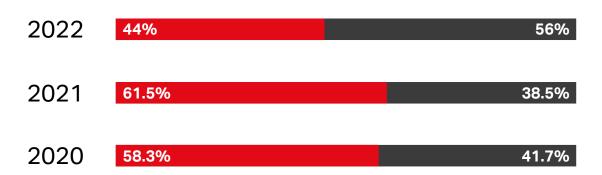
02 Gender

We recognise that some of our colleagues don't identify within the gender binary. We welcome people of all gender identities at Sadler's Wells. For the purposes of this report, we have used the identity registered with the HMRC.

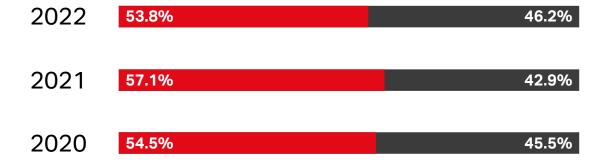




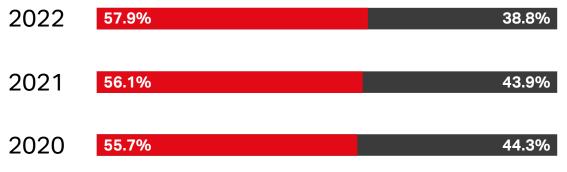
Board Members



Senior Management Team



Permanent & Fixed-Term Colleagues



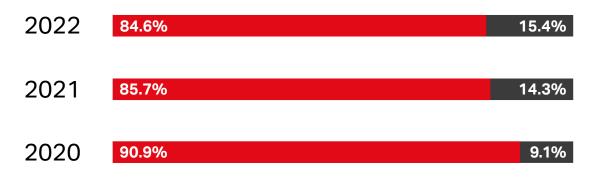
03 Working hours

- Full time
- Part time

Board Members

Not applicable

Senior Management Team



Permanent & Fixed-Term Colleagues



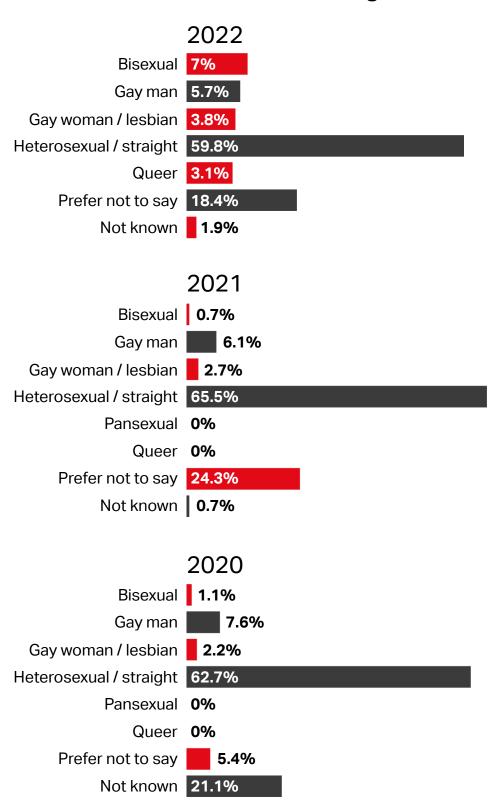
04 Sexual orientation

Board Members

2022 Bisexual 0% Gay man 16% Gay woman / lesbian 0% Heterosexual / straight 68% Queer 8% Prefer not to say 8% Not known 0% 2021 Bisexual 0% Gay man 15.4% Gay woman / lesbian 0% Heterosexual / straight 61.5% Pansexual 0% Queer 7.7% Prefer not to say 15.4% Not known 0% 2020 Bisexual 0% Gay man 16.7% Gay woman / lesbian 0% Heterosexual / straight 75% Pansexual 0% Queer **8.3%** Prefer not to say 0% Not known 0%

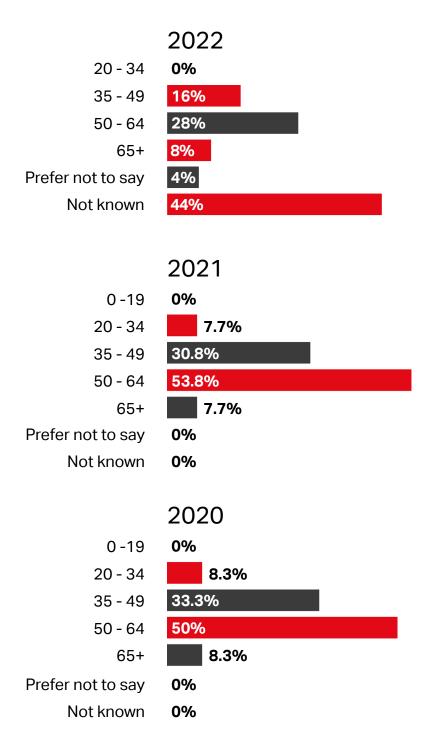
Not known 9.1%

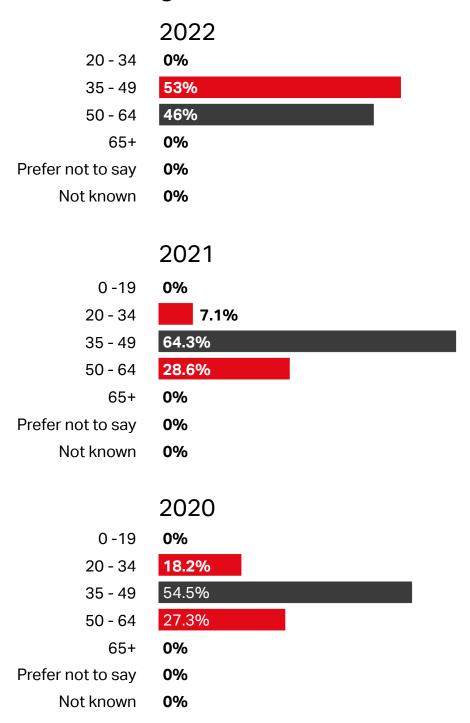
2022 Bisexual 0% Gay man 0% Gay woman / lesbian 0% Heterosexual / straight 69.2% Queer 0% Prefer not to say 30.8% Not known 0% 2021 Bisexual 0% Gay man 7.1% Gay woman / lesbian 0% Heterosexual / straight 78.6% Pansexual 0% Queer 0% Prefer not to say 0% Not known 14.3% 2020 Bisexual 0% Gay man 9.1% Gay woman / lesbian 0% Heterosexual / straight 81.8% Pansexual 0% Queer 0% Prefer not to say 0%

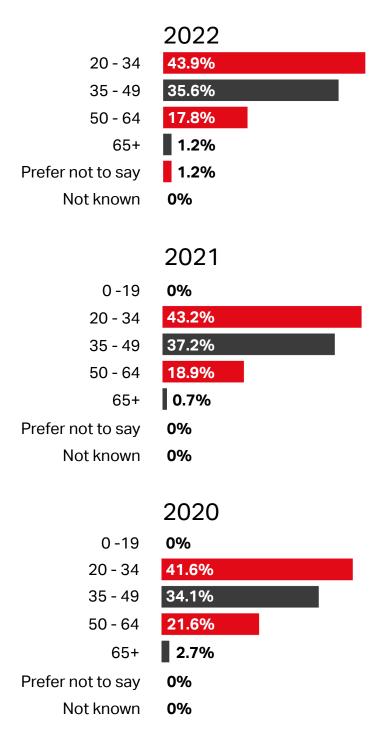


05 Age

Board Members







06 Ethnicity

Board Members

White (English, Scottish, Welsh, Northern Irish, British)	60%
Irish	0%
Any other White background	12%
White & Black Carribean	0%
White & Black African	0%
White & Asian	0%
Any other Mixed / Multiple ethnic background	0%
Indian	8%
Bangladeshi	4%
Chinese	4%
Any other Asian background	0%
African	0%
Caribbean	4%
Any other Black / African / Carribean background	0%
Any other ethnic group	4%
Prefer not to say	0%
Not known	0%

Board Members

White (English, Scottish, Welsh, Northern Irish, British)	46.1%
Irish	0%
Gypsy / Irish Traveller	0%
Any other White background	15.4%
White & Black Carribean	0%
White & Black African	0%
White & Asian	7.7%
Any other Mixed / Multiple ethnic background	0%
Indian	7.7%
Pakistani	0%
Bangladeshi	0%
Chinese	0%
Any other Asian background	7.7%
African	0%
Caribbean	7.7%
Any other Black / African / Carribean background	0%
Arab	0%
Any other ethnic group	0%
Prefer not to say	0%
Not known	0%

Board Members

White (English, Scottish, Welsh, Northern Irish, British)	41.6%
Irish	0%
Gypsy / Irish Traveller	0%
Any other White background	16.7%
White & Black Carribean	0%
White & Black African	0%
White & Asian	8.3%
Any other Mixed / Multiple ethnic background	0%
Indian	16.7%
Pakistani	0%
Bangladeshi	0%
Chinese	0%
Any other Asian background	0%
African	0%
Caribbean	8.3%
Any other Black / African / Carribean background	0%
Arab	0%
Any other ethnic group	8.3%
Prefer not to say	0%
Not known	0%

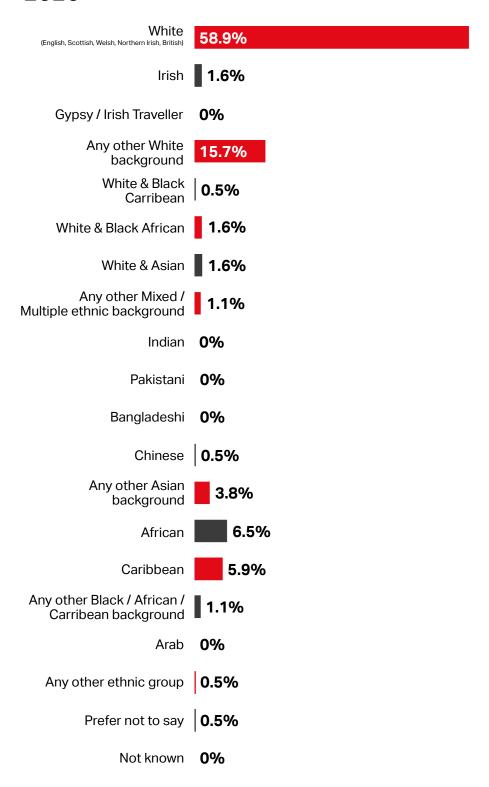
White (English, Scottish, Welsh, Northern Irish, British)	76.9%
Irish	1.2%
Any other White background	17.8%
White & Black Carribean	0.6%
White & Black African	0%
White & Asian	3.1%
Any other Mixed / Multiple ethnic background	1.9%
Indian	1.2%
Bangladeshi	1.9%
Chinese	0%
Any other Asian background	3.8%
African	6.3%
Caribbean	5.7%
Any other Black / African / Carribean background	1.2%
Any other ethnic group	1.2%
Prefer not to say	1.2%
Not known	1.9%

White (English, Scottish, Welsh, Northern Irish, British)	85.89	%
Irish	0%	
Gypsy / Irish Traveller	0%	
Any other White background		7.1%
White & Black Carribean	0%	
White & Black African	0%	
White & Asian	0%	
Any other Mixed / Multiple ethnic background	0%	
Indian	0%	
Pakistani	0%	
Bangladeshi	0%	
Chinese	0%	
Any other Asian background		7.1%
African	0%	
Caribbean	0%	
Any other Black / African / Carribean background	0%	
Arab	0%	
Any other ethnic group	0%	
Prefer not to say	0%	
Not known	0%	

White	
White (English, Scottish, Welsh, Northern Irish, British)	81.8%
Irish	0%
Gypsy / Irish Traveller	0%
Any other White background	9.1%
White & Black Carribean	0%
White & Black African	0%
White & Asian	0%
Any other Mixed / Multiple ethnic background	0%
Indian	0%
Pakistani	0%
Bangladeshi	0%
Chinese	0%
Any other Asian background	9.1%
African	0%
Caribbean	0%
Any other Black / African / Carribean background	0%
Arab	0%
Any other ethnic group	0%
Prefer not to say	0%
Not known	0%

White (English, Scottish, Welsh, Northern Irish, British)	50.3%
Irish	1.2%
Any other White background	17.8%
White & Black Carribean	0.6%
White & Black African	0%
White & Asian	0%
Any other Mixed / Multiple ethnic background	1.9%
Indian	0%
Bangladeshi	0%
Chinese	0%
Any other Asian background	3.8%
African	6.3%
Caribbean	5.7%
Any other Black / African / Carribean background	1.2%
Any other ethnic group	1.2%
Prefer not to say	1.2%
Not known	1.9%

White (English, Scottish, Welsh, Northern Irish, British)	58.1%
Irish	11.5%
Gypsy / Irish Traveller	0%
Any other White background	4.7%
White & Black Carribean	0.7%
White & Black African	0.7%
White & Asian	2%
Any other Mixed / Multiple ethnic background	1.4%
Indian	0.7%
Pakistani	0%
Bangladeshi	0%
Chinese	0.7%
Any other Asian background	4.7%
African	6.8%
Caribbean	6.1%
Any other Black / African / Carribean background	0.7%
Arab	0%
Any other ethnic group	0.7%
Prefer not to say	0.7%
Not known	0%



07 Disability & Impairment

Non-disabledNot knownDisabled / Deaf / Long-term health conditionNot knownPrefer not to say

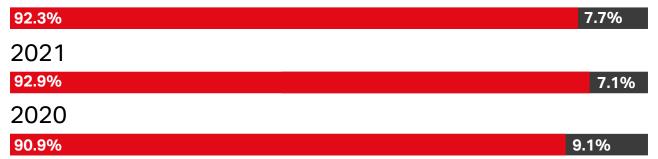
Board Members

2022



Senior Management Team

2022



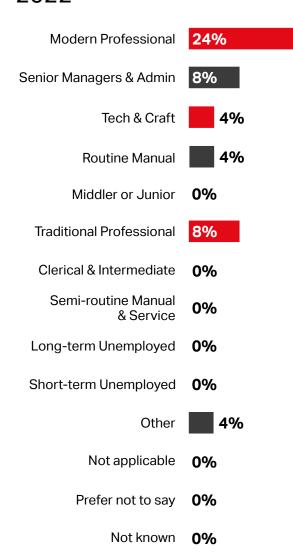
Permanent & Fixed-Term Colleagues



08 Socio-Economic Background

Data only available for 2022

Board



Data only available for 2022

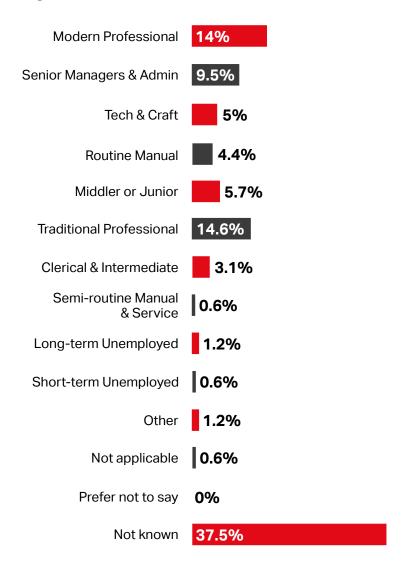
Senior Management Team

2022

Modern Professional 23.1% 15.4% Senior Managers & Admin Tech & Craft 15.4% Routine Manual Middler or Junior 15.4% Traditional Professional 7.7% Clerical & Intermediate 0% Semi-routine Manual 0% & Service Long-term Unemployed 0% Short-term Unemployed 0% Other 0% Not applicable 0% Prefer not to say 15.4% Not known 0%

Data only available for 2022

Permanent & Fixed-Term Colleagues



S A D L E R S W E L L S