

## **Contents**

01	Introduction
02	<u>Gender</u>
03	Working hours
04	Sexual orientation
05	<u>Age</u> 7
06	Ethnicity
07	Disability
80	Socio-Economic Background

# 01 Introduction

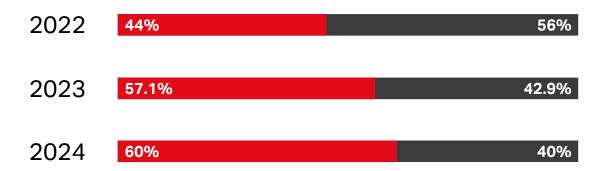
Our vision is to create, through dance, a depth of connection beyond borders, cultures and languages so we see ourselves in each other. Having a workforce that represents a diversity of thought and lived experience is crucial in achieveing this vision. Therefore, we ask our colleagues and Board of Trustees 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. Each year's data represents a snapshot in time, taken in April of that year.

# 02 Gender



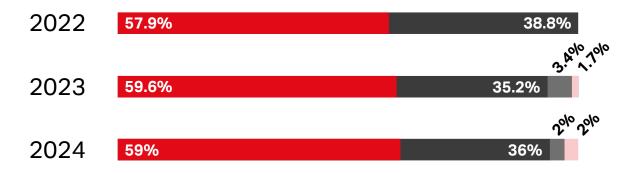
#### **Board Members**



#### **Senior Management Team**



#### **Permanent & Fixed-Term Colleagues**



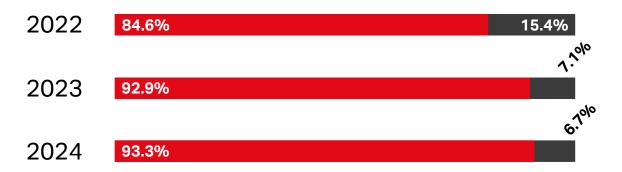
# 03 Working hours

- Full time
- Part time

#### **Board Members**

Not applicable

#### **Senior Management Team**



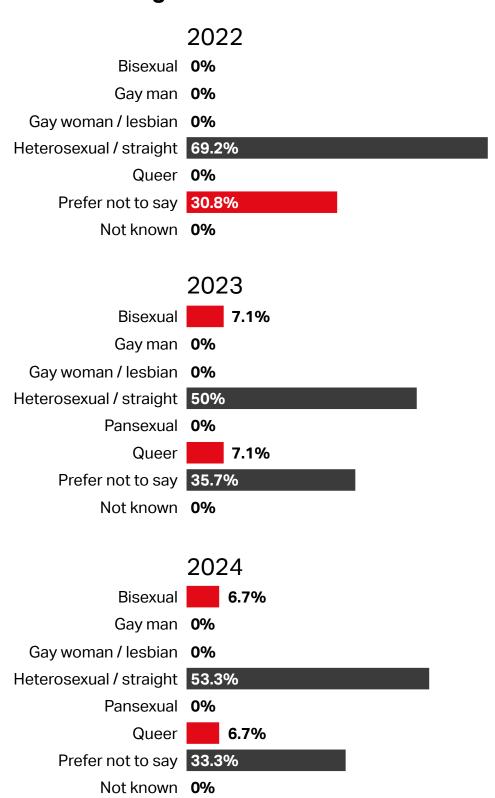
#### **Permanent & Fixed-Term Colleagues**

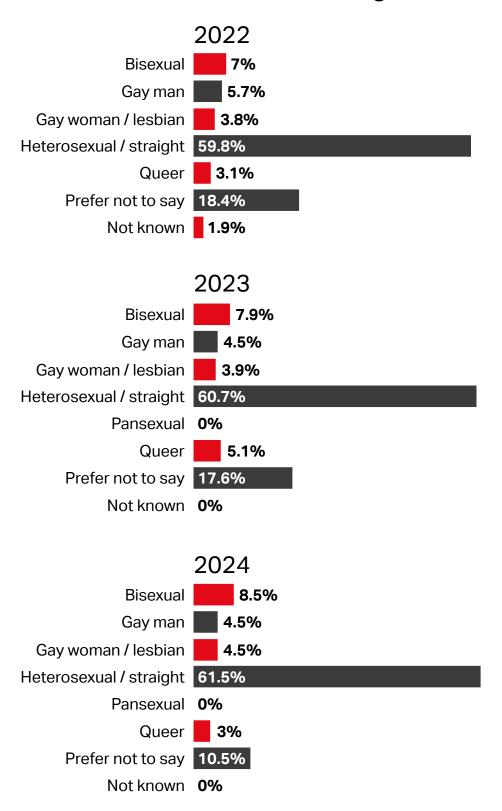


# 04 Sexual orientation

#### **Board Members**

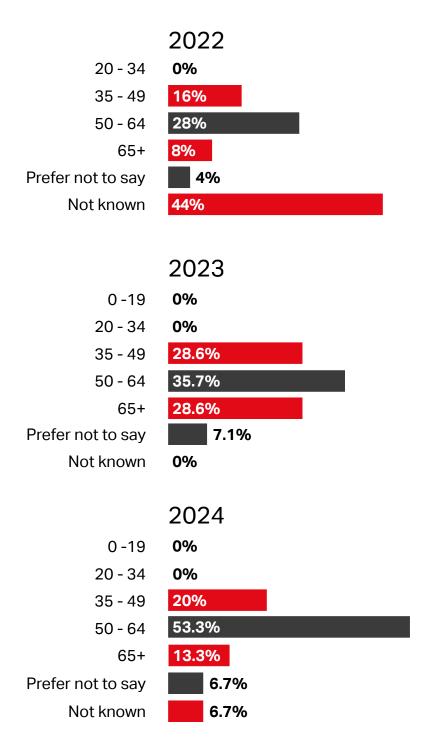
2022 Bisexual 0% Gay man 16% Gay woman / lesbian 0% Heterosexual / straight 68% Queer 8% Prefer not to say 8% Not known 0% 2023 Bisexual 0% Gay man 7.1% Gay woman / lesbian 0% Heterosexual / straight 92.9% Pansexual 0% Queer 0% Prefer not to say 0% Not known 0% 2024 Bisexual 0% Gay man 0% Gay woman / lesbian 0% Heterosexual / straight 93.3% Pansexual 0% Queer 0% Prefer not to say 0% Not known 6.7%

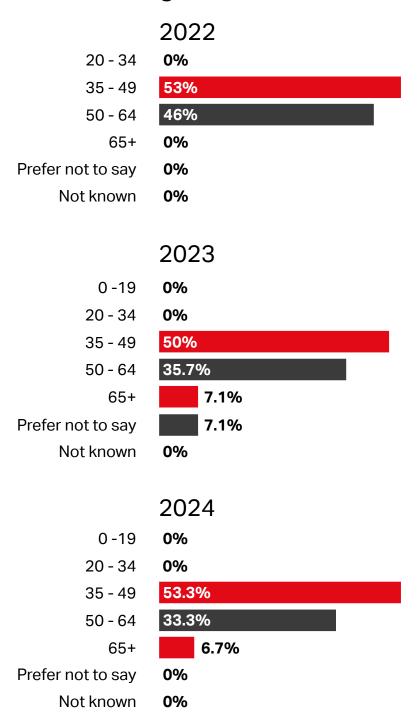


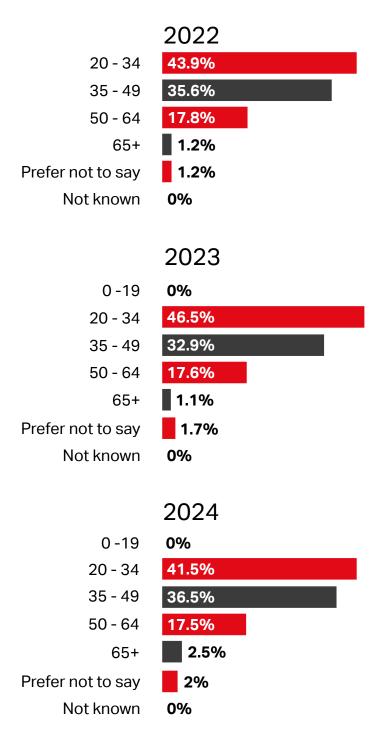


# 05 Age

#### **Board Members**







# 06 Ethnicity

#### **Board Members**

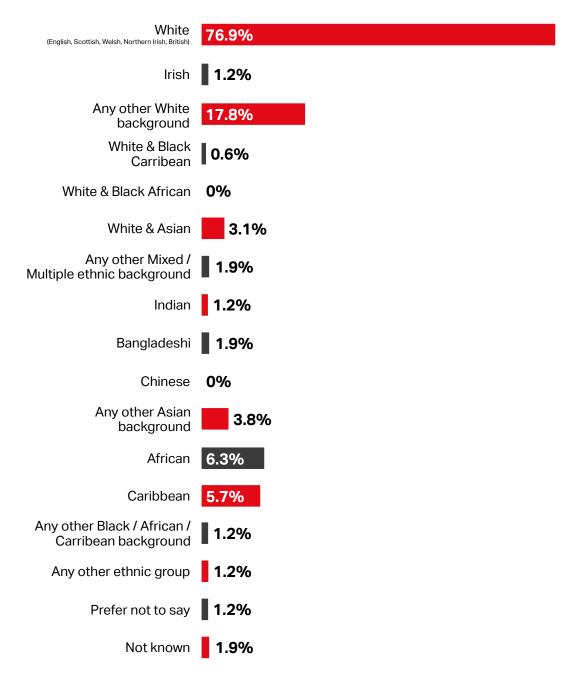
White (English, Scottish, Welsh, Northern Irish, British)	60%
lrish	0%
Any other White background	12%
White & Black Carribean	0%
White & Black African	0%
White & Asian	0%
Any other Mixed / Multiple ethnic background	0%
Indian	8%
Bangladeshi	4%
Chinese	4%
Any other Asian background	0%
African	0%
Caribbean	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)	50%
Irish	0%
Gypsy / Irish Traveller	0%
Any other White background	14.3%
White & Black Carribean	0%
White & Black African	0%
White & Asian	0%
Any other Mixed / Multiple ethnic background	7.1%
Indian	7.1%
Pakistani	7.1%
Bangladeshi	0%
Chinese	0%
Any other Asian background	7.1%
African	0%
Caribbean	0%
Any other Black / African / Carribean background	7.1%
	7.1% 0%
Carribean background	_
Carribean background Arab	0%

#### **Board Members**

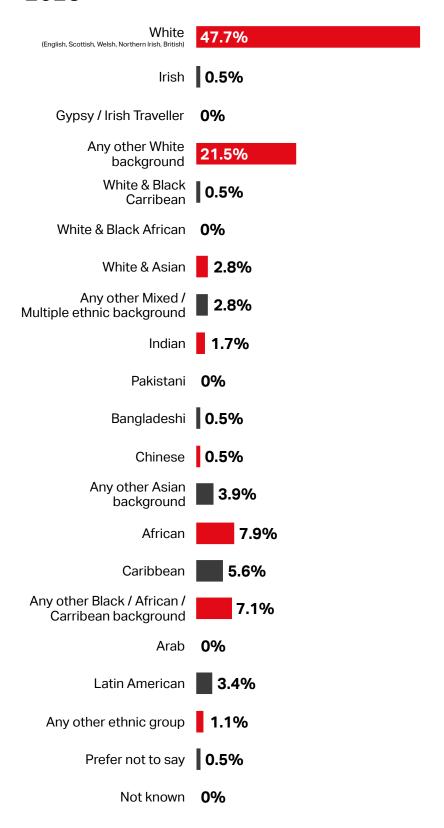
White (English, Scottish, Welsh, Northern Irish, British)	46.7%
Irish	0%
Gypsy / Irish Traveller	0%
Any other White background	13.3%
White & Black Carribean	0%
White & Black African	0%
White & Asian	0%
Any other Mixed / Multiple ethnic background	6.7%
Indian	6.7%
Pakistani	6.7%
Bangladeshi	0%
Chinese	0%
Any other Asian background	6.7%
African	0%
Caribbean	0%
Any other Black / African / Carribean background	6.7%
Arab	0%
Any other ethnic group	0%
Prefer not to say	0%
Not known	0%

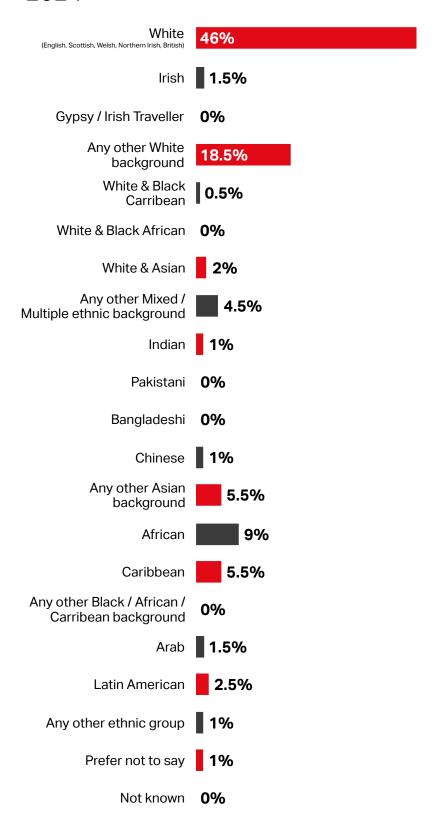


White (English, Scottish, Welsh, Northern Irish, British)	64.3%
Irish	0%
Gypsy / Irish Traveller	0%
Any other White background	7.1%
White & Black Carribean	0%
White & Black African	0%
White & Asian	0%
Any other Mixed / Multiple ethnic background	14.2%
Indian	0%
Pakistani	0%
Bangladeshi	0%
Chinese	0%
Any other Asian background	0%
African	0%
Caribbean	7.1%
Any other Black / African / Carribean background	0%
Arab	0%
Any other ethnic group	0%
Prefer not to say	7.1%
Not known	0%

White (English, Scottish, Welsh, Northern Irish, British)	60%
Irish	0%
Gypsy / Irish Traveller	0%
Any other White background	6.7%
White & Black Carribean	0%
White & Black African	0%
White & Asian	0%
Any other Mixed / Multiple ethnic background	13.3%
Indian	0%
Pakistani	0%
Bangladeshi	0%
Chinese	0%
Any other Asian background	0%
African	6.7%
Caribbean	6.7%
Any other Black / African / Carribean background	0%
Arab	0%
Any other ethnic group	0%
Prefer not to say	6.7%
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%





# 07 Disability

- Non-disabled
- Disabled / Deaf / Long-term health condition
- Not known
- Prefer not to say
- Neurodiverse

#### **Board Members**

2022



#### **Senior Management Team**

2022

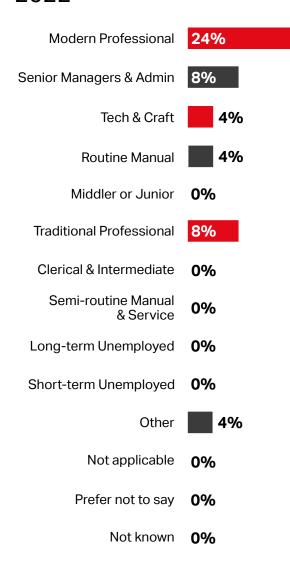


#### **Permanent & Fixed-Term Colleagues**

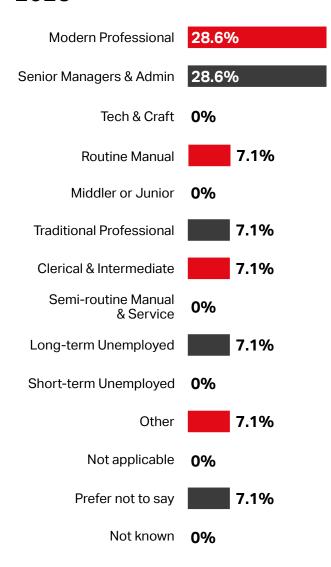


# 08 Socio-Economic Background

#### **Board**



#### **Board**



#### **Board**

Modern Professional	13.3%
Senior Managers & Admin	33.3%
Tech & Craft	0%
Routine Manual	6.7%
Middler or Junior	0%
Traditional Professional	6.7%
Clerical & Intermediate	6.7%
Semi-routine Manual & Service	0%
Long-term Unemployed	6.7%
Short-term Unemployed	0%
Other	6.7%
Not applicable	0%
Prefer not to say	6.7%
Not known	6.7%

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

14.3%	Modern Professional
14.3%	Senior Managers & Admin
14.3%	Tech & Craft
7.1%	Routine Manual
14.3%	Middler or Junior
14.3%	Traditional Professional
0%	Clerical & Intermediate
7 10/2	Semi-routine Manual & Service
0%	Long-term Unemployed
0%	Short-term Unemployed
0%	Other
0%	Not applicable
0%	Prefer not to say
14.3%	Not known

#### 2024

Modern Professional 13.3% Senior Managers & Admin 13.3% Tech & Craft 13.3% Routine Manual Middler or Junior 13.3% Traditional Professional 13.3% Clerical & Intermediate Semi-routine Manual 6.7% & Service Long-term Unemployed 0% Short-term Unemployed 0% Other 0% Not applicable 0% Prefer not to say 0% Not known 13.3%

