

HEADLONG EMPLOYMENT DATA 2017-2021

Here is our employment data. It covers the past three years, which is the data we have current access to. We will continue to review historic employment data going back as far as possible and will be using this to inform our practices in the future.

Previously we have not recorded comprehensive data on employee's socio-economic status, we will address this. Additionally, we believe the categories in which we currently ask people to define their ethnicity need rethinking. As a direct result of this action we are reviewing how we collect data to make sure it is fit for purpose going forward.

Alongside this data we have published a *Justice Plan – Race* and *Justice Plan - Disability* for Headlong, you can view them via our website www.headlong.co.uk.

Current Company Employees: 11 ppl	
Ethnicity	8 White (72.7%) 0 Black (0%) 3 Asian (27.3%)
Disability	0 identified as having a disability (0%)
Gender	8 women (72.7%) / 3 men (27.3%) Leadership (Executive Director/CEO): 1 M

Past Company Employees (2017 - 20): 11 ppl	
Ethnicity	9 White (81.8%) 0 Black (0%) 1 Asian (9.1%) 1 any other multiple ethnic background (9.1%) Leadership (Artistic Director/CEO): 1 White
Disability	0 identified as having a disability (0%)
Gender	9 women (83%) / 2 men (17%) Leadership (Artistic Director/CEO): 1 M

Current Trustees: 12 ppl	
Ethnicity	9 White (75%) 1 Black (8.3%) 2 Asian (16.7%)
Disability	0 identified as having a disability (0%)
Gender	9 women (75%) / 3 men (25%)

Past Trustees (2017 - 20): 5 ppl	
Ethnicity	5 White (100%)
Disability	0 identified as having a disability (0%)
Gender	2 women (40%) / 3 men (60%)

Play Commissions (2017 - 21): 20 ppl	
Ethnicity	14 White (70%) 5 Black (25%) 2 Asian (5%)
Disability	0 identified as having a disability (0%)
Gender	14 women (75%) / 6 men (25%)

Digital Commissions (2017 - 21): 41 ppl	
Ethnicity	29 White (70.7%) 7 Black (17%) 2 Asian (4.9%) 3 other multiple ethnic background (4.9%) 1 not known (2.4%)
Disability	1 identified as having a disability (2.4%)
Gender	20 women (48.8%) / 21 men (51.2%)

Writers of produced plays (2017 - 21): 14 ppl	
Ethnicity	14 White (100%)
Disability	0 identified as having a disability (0%)
Gender	6 women (42.9%) / 8 men (57.1%)

Writers of produced digital work (2017 - 21): 31 ppl	
Ethnicity	21 White (67.7%) 6 Black (19.35%) 2 Asian (6.45%) 2 any other multiple ethnic background (6.45%)
Disability	1 identified as having a disability (3.22%)
Gender	16 women (51.6%) / 15 men (48.4%)

Casts of professional productions (2017 - 21): 128 ppl	
Ethnicity	95 White (74.2%) 25 Black (19.5%) 4 Asian (3.1%) 4 any other multiple ethnic (3.1%)
Disability	3 identified as having a disability (2.3%)
Gender	53 women (41.4%) / 75 men (58.6%)

Creatives of professional productions (2017 - 21): 118 ppl	
Ethnicity	106 White (89.8%) 6 Black (5.1%) 2 Asian (1.7%) 1 any other multiple ethnic (0.8%) 3 not known (2.5%)
Disability	2 identified as having a disability (1.7%)
Gender	66 women (55.9%) / 51 men (43.2%) / 1 non binary (0.9%)

Production Staff & Other Freelance Employees (2017 - 21): 125 ppl	
Ethnicity	115 White (92%) 3 Black (2.4%) 0.8 Asian (0%) 6 not known (4.8%)
Disability	2 identified as having a disability (1.6%)
Gender	70 women (56%) / 55 men (44%)

Artist Development & Community Outreach (2017 - 2021): 56 ppl	
Ethnicity	45 White (80.36%) 9 Black (16.1%) 2 Asian (3.57%)
Disability	3 identified as having a disability (5.36%)
Gender	38 women (67.9%) / 18 men (32.1%)