

## HEADLONG EMPLOYMENT DATA 2017-2020

Headlong supports Theatre Action's #PullUpOrShutUp, and 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* for Headlong, you can see it at [www.headlong.co.uk/ventures/justice-plan-race](http://www.headlong.co.uk/ventures/justice-plan-race)

| <b>Current Company Employees: 11 ppl</b> |   |
|--|---|
| Ethnicity                                | 9 White (81.8%)<br>0 Black (0%)<br>2 Asian (18.2%)                              |
| Disability                               | 0 identified as having a disability (0%)  |
| Gender                                   | 8 women (72.7%) / 3 men (27.3%)<br><br>Leadership (Executive Director/CEO): 1 M |

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

| <b>Current Trustees: 12 ppl</b> |  |
|---------------------------------|--|
| Ethnicity                       | 9 White (75%)<br>1 Black (8.3%)<br>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 - 20): 16 ppl**

|            |  |
|------------|--|
| Ethnicity  | 13 White (81.2%)<br>3 Black (18.8%)      |
| Disability | 0 identified as having a disability (0%) |
| Gender     | 12 women (75%) / 4 men (25%)             |

**Digital Commissions (2017 - 20): 40 ppl**

|            |  |
|------------|--|
| Ethnicity  | 28 White (70%)<br>7 Black (17.5%)<br>2 Asian (5%)<br>2 any other multiple ethnic background (5%)<br>1 not known (2.5%) |
| Disability | 1 identified as having a disability (2.5%)   |
| Gender     | 20 women (50%) / 20 men (50%)  |

**Writers of produced plays (2017 - 20): 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 - 20): 30 ppl**

|            |  |
|------------|--|
| Ethnicity  | 20 White (66.6%)<br>6 Black (20%)<br>2 Asian (6.7%)<br>2 any other multiple ethnic background (6.7%) |
| Disability | 1 identified as having a disability (3.3%)   |
| Gender     | 16 women (53.3%) / 14 men (46.7%)  |

**Casts of professional productions (2017 - 20): 128 ppl**

|            |  |
|------------|--|
| Ethnicity  | 95 White (74.2%)<br>25 Black (19.5%)<br>4 Asian (3.1%)<br>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 - 20): 118 ppl**

|            |   |
|------------|---|
| Ethnicity  | 106 White (89.8%)<br>6 Black (5.1%)<br>2 Asian (1.7%)<br>1 any other multiple ethnic (0.8%)<br>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 - 20): 121 ppl**

|            |   |
|------------|---|
| Ethnicity  | 113 White (93.4%)<br>2 Black (1.7%)<br>0 Asian (0%)<br>6 not known (4.9%) |
| Disability | 1 identified as having a disability (0.8%)                                |
| Gender     | 68 women (56.2%) / 53 men (43.8%)   |

**Artist Development & Community Outreach (2017 - 2020): 52 ppl**

|            |   |
|------------|---|
| Ethnicity  | 43 White (82.7%)<br>9 Black (17.3%)<br>0 Asian (0%) |
| Disability | 2 identified as having a disability (3.8%)          |
| Gender     | 35 women (67.3%) / 17 men (32.7%)                   |