

Executive Summary

Most of the data is for the period 1 April 2019-31 March 2020. Where it differs, we make that clear in the relevant section.

This report focuses on the second year of our 2018-22 National Portfolio, which includes Libraries, Museums and Sector Support Organisations (SSOs). The data presented on Workforce (including Disciplines, Areas and Bands) and Boards is all based on the constant sample of 737 organisations.

Workforce

The total percentage of the National Portfolio's Black, Asian and Ethnically Diverse workforce is 13%, showing an improvement from 11% in 2018/19.

The total percentage of disabled people working across NPOs is 7%, representing an increase of 1% from the previous year's data.

Women make up 50% of the NPO workforce and the total number of LGBT people in the Portfolio's workforce is 8% – both up 2% from last year.

We continue to see high levels of 'not known' for sexual orientation (38%), disability (29%) and ethnicity (24%) data, although this has improved year on year.

Leadership and Governance

We have also seen slight increases across ethnicity, disability, gender and LGBT representation across NPOs' boards. The representation of Black, Asian and Ethnically Diverse people increased to 17% and disabled representation is at 9%. Women make up 49% of boards, with LGBT representation at 8%.

11% of NPOs reported having a Chief Executive who was Black, Asian, or Ethnically Diverse, with 12% of Artistic Directors and 11% of Chairs. Disabled people make up 11% of Chief Executives, 8% of Artistic Directors and only 6% of Chairs. 17% of Chief Executives identify as LGBT, 12% of Artistic Directors and 8% of Chairs. Women make up 66% of Chief Executives, compared to 42% of Artistic Directors and Chairs.

Due to the varied make up of leadership positions across cultural organisations (for instance, some NPOs have alternative senior positions to the ones we monitor or don't have all three posts) we see significant variance within the leadership data provided, including a high level of unknowns. We are exploring new ways to collect and publish leadership data for future reporting.

Disciplines, Areas and Bands

We have also provided data breaking down NPO workforce by artform/discipline, Arts Council Areas and Bands – which we've published in PowerBI. This level of details allows us to be clear where more support, and more pressure, may be needed. Highlighting, for instance, if some disciplines are less representative of the country than others.

As this data relates to organisations within our National Portfolio, they 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 included them in the following analysis.

Disciplines

- Dance and Literature has the highest representation of Black, Asian and Ethnically Diverse people across their workforce at 19% and 20% respectively. Museums had the lowest, with 7%.
- Dance, Museums and Literature had the highest percentage female workforce at 55%, Music has the lowest at 41%.
- Theatre and Visual Arts have the highest percentage of disabled people in the workforce at 8%. Dance has the lowest at 5% of the workforce identifying as disabled.
- Theatre had the highest percentage of LGBT workforce at 13%, and Museums have the lowest LGBT workforce at 4%.

Areas

- London has the highest percentage of Black, Asian and Ethnically Diverse staff, at 19% of the total workforce. The South West has the smallest Black, Asian and Ethnically Diverse workforce at 7%.
- The South West has the highest percentage of women in its workforce at 54%, while the Midlands has the lowest percentage at 48%.
- London has the highest level of disabled staff, at 8%. South East had the lowest percentage of disabled staff at 5%.
- London has the highest percentage of workers who define as LGBT at 11%, with the Midlands and South West having the lowest percentage of LGBT staff at 6%.

Bands

- In Bands 1 and 2, 14% of the workforce is Black, Asian and Ethnically Diverse; Band 3 is at 11% and SSOs is at 8%.

- In Band 1, 49% of the workforce is female; Band 2 is 50% female and Band 3 is also 49%. In SSOs, 53% of the workforce is female.
- In Band 1, 6% of the workforce is disabled; in Band 2 this is 7%; Band 3 is 5% and SSO is 19%.
- In Bands 1, 2 and 3, 8% of the workforce is LGBT; for SSOs this is 7%.

Socio-economic data

We are continuing to develop a process to introduce socio-economic monitoring into our data collection for NPOs, receiving feedback on the question that was piloted in this latest round of reporting.

The question – which was determined following a period of research conducted by Dr Susan Oman and in line with Cabinet Office recommendations in relation to establishing methods of measuring background – has also been piloted with individual applicants to Developing Your Creative Practice.

We intend to roll out this monitoring across all programmes by the end of 2021.

Arts Council National Lottery Project Grants and Developing your Creative Practice

We have analysed the success rates of diverse applicants to our open funding streams – National Lottery Project Grants, which is open to both individuals and organisations, and Developing Your Creative Practice, open to individuals only.

For all programmes, the success rate for Black, Asian and Ethnically Diverse applicants was 40%, compared to 38% for all applications.

For all programmes, the success rate for disabled applicants was 36% compared to 38% for all applications.

For all programmes, the success rate for Female applications was 30%, compared to 38% for all applications.

For all programmes, 58% of LGBT applications were successful, compared to 38% 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: 8% responded yes to having a disability; 12% described their ethnicity as 'Mixed', 'Asian or Asian British', 'Black or Black British' or 'Other'; and 64% of audiences were female. Later in the report we have also provided audience data by Discipline and Area, as well as reporting on the socio-economic status of audiences.

Arts Council workforce and governance

There has been a slight increase in total Black, Asian and Ethnically Diverse staff from 11% to 12%, with no change to Disabled staff (7%) or staff that identify as LGBT (14%).

The percentage of total female staff has remained at 66%, with female Directors increasing slightly from 55% to 56%. Our

mean gender pay gap fell from 7.5% to 6%, and the median difference was exactly zero.

There was no turnover to National Council members, who typically serve a set term of four years, but an increase of Area Council members who are Black, Asian or Ethnically Diverse and Disabled.

Transcribed into Large Print by: A2i Transcription Services
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Ref number:33632