

## UK: NIE comparative data

WHOLE UK WORKFORCE	2019/20	2020/21	2021/22
Total Women	45%	55%	47%
Black, Asian and Ethnically Diverse*	22%	30%	30%
Identify as Disabled or with a long-term health condition	1%	5%	8%

- Sustained 30% split with diverse workforce, though 21-22 included a targeted project, so there is caution in how much we progress in subsequent years.
- Similar percentage for Women in workforce across 3 years.
- 21-22 Disabled/ Long term health conditions matches ONS 20-21 statistics.
- Not meeting local representation for Asian: Chinese.

	FREELANCERS			STAFF			BOARD			CAMBRIDGE
	19-20	20-21	21-22	19-20	20-21	21-22	19-20	20-21	21-22	2011 census
Total	45	42	52	6	6	5	6	8	6	2011 census
	19-20	20-21	21-22	19-20	20-21	21-22	19-20	20-21	21-22	2011
Arab			4%							
Asian or Asian British: Bangladeshi										
Asian or Asian British: Chinese										3.6%
Asian or Asian British: Indian	2%	5%	4%				16%	12%	17%	3.4%
Asian or Asian British: Pakistani										
Asian or Asian British: Other			2%							4%
Black or Black British: Caribbean	2%	2%	2%							1.7%
Black or Black British: African	7%	7%	6%							
Black or Black British: Other										
White & Black Caribbean	2%	2%	2%				16%	12%	17%	
White & Black African			8%							
White & Asian	5%	5%	4%							
Any other mixed background			6%							3.2%
White British	41%	55%	31%	83%	66%	60%	68%	37%	49%	66%
White Irish	5%	5%	4%							1.4%
Gypsy or Irish Traveller										0.1%
Any other White Background	34%	7%								15%
Latin American										
Any other ethnic group				17%	17%	20%				1.6%
Prefer not to say			15%		17%	20%		12%	17%	
Not known	2%	12%						25%		

Arts Council 2020/21 Equality, Diversity and Inclusion report [\(link here\)](#)

## WORKFORCE

2020/21	Arts Council England - ALL organisations	Subgroups			Office for National Statistics	NIE workforce (freelancers/ staff/ board)	Cambridge (Census 2011)
		Theatre discipline	Band 1	South East			
Total Women	49%	55%	48%	66%	50%	55%	49%
Black, Asian and Ethnically Diverse*	14%	7%	16%	6%	17%	30%	17.5%
Identify as Disabled or with a long-term health condition	7%	10%	8%	7%	23%	5%	

- We exceed workforce statistics for proportion of women and Black, Asian, and ethnically diverse in the workforce.
- We are below ACE and national statistics for workforce identifying as disabled or with a long-term health condition (meet in 21/22).

## BOARD

2020/21	Arts Council England - ALL organisations	NIE Board
Total Women	49%	63%
Black, Asian and Ethnically Diverse*	18%	25%
Identify as Disabled or with a long-term health condition	8%	13%
Age: 20 – 34	8%	13%
Age: 35 – 49	29%	50%
Age: 50 – 64	38%	25%

- For the board, our gender/ ethnic diversity and identifying as disabled / long term health condition is higher than average for ACE organisations.
- We have a younger board make up, as the split is higher for younger age brackets (20 – 34/ 35 – 49).

\*excluding White British/ White Irish/ Any other White Background/ Prefer not to say/ Not known