

ALMEIDA THEATRE

We fully support Theatre Call to Action's **#PullUpOrShutUp** campaign, a call for Black representation in British theatre.

We have made a commitment across the organisation to change. Releasing this report is a first step to being more transparent, but we recognise we still have a lot more to do. We are in the process of building a transformative plan to expand the range of voices at the Almeida: on-stage, behind-the-scenes, and in the stalls which we will share as we move towards reopening.

WORKFORCE

90 people work across the organisation. In 19/20 the survey was completed by 78 people, 87% of our total number of staff. In 18/19 the survey was completed by 85 people, which was 94% of the total number of staff.

| ASIAN | 19/20 | 18/19 |
|--|--------------|--------------|
| Chinese | 0% | 1% |
| Indian | 0% | 1% |
| Pakistani | 1% | 2% |
| BLACK | | |
| African | 5% | 4% |
| Caribbean | 1% | 2% |
| Any Other Black Background | 4% | 2% |
| MIXED / MULTIPLE ETHNIC BACKGROUND | | |
| White and Asian | 1% | 1% |
| White and Black African | 1% | 0% |
| White and Black Caribbean | 3% | 2% |
| Any Other Mixed / Multiple Ethnic Background | 3% | 1% |
| WHITE | | |
| British | 68% | 75% |
| Irish | 1% | 1% |
| Any Other White Background | 12% | 6% |

Included within these figures are 7 people who make up the Executive and Senior Management team; all of whom identify as White British.

BOARD

We have 11 people on our board. For both years we had a 100% completion rate of the survey.

| ASIAN | 19/20 | 18/19 |
|----------------------------|-------|-------|
| Indian | 9% | 9% |
| BLACK | | |
| Caribbean | 9% | 9% |
| WHITE | | |
| British | 55% | 55% |
| Any Other White Background | 9% | 9% |
| Prefer not to say | 18% | 18% |

YOUTH BOARD

Our Youth Board is made up of individuals who are all under the age of 25. In 19/20 we had 10 members and in 18/19 we had 8 members. For both years we had a 100% completion rate of the survey.

| ASIAN | 19/20 | 18/19 |
|--|-------|-------|
| Any Other Asian Background | 30% | 25% |
| BLACK | | |
| Any Other Black Background | 10% | 25% |
| MIXED / MULTIPLE ETHNIC BACKGROUND | | |
| Any Other Mixed / Multiple Ethnic Background | 30% | 25% |
| WHITE | | |
| British | 30% | 25% |

PERFORMERS

In 19/20 we had 67 performers and actors who worked at the theatre. We had 57 completed responses, 85% of those surveyed. In 18/19 we had 50 performers and 11 responses*, 22% of those surveyed.

| ASIAN | 19/20 | 18/19* |
|--|-------|--------|
| Indian | 4% | 9% |
| Any Other Asian Background | 2% | 0% |
| BLACK | | |
| African | 4% | 0% |
| Caribbean | 5% | 9% |
| Any Other Black Background | 4% | 0% |
| MIXED / MULTIPLE ETHNIC BACKGROUND | | |
| White and Asian | 4% | 9% |
| White and Black Caribbean | 4% | 0% |
| Any Other Mixed / Multiple Ethnic Background | 9% | 9% |
| WHITE | | |
| British | 58% | 36% |
| Any Other White Background | 5% | 27% |
| Any Other Ethnic Background | 2% | 0% |
| Prefer not to say | 2% | 0% |

*We currently don't have access to the full data set for Performers in 18/19. But we will update as soon as possible.

CREATIVES / FREELANCERS

This includes a wide range of freelancers we work with such as directors, writers, stage managers or costume supervisors. In 19/20 we worked with 138 freelancers and had 123 completed responses (89%). In 18/19 we worked with 134 freelancers and had 70 completed responses (52%).

| ARAB | 19/20 | 18/19 |
|--|--------------|--------------|
| Arab | 1% | 0% |
| ASIAN | | |
| Chinese | 1% | 0% |
| Pakistani | 0% | 1% |
| Any Other Asian Background | 1% | 1% |
| BLACK | | |
| African | 7% | 0% |
| Caribbean | 1% | 3% |
| Any Other Black Background | 1% | 4% |
| MIXED / MULTIPLE ETHNIC BACKGROUND | | |
| White and Asian | 5% | 0% |
| White and Black Caribbean | 2% | 4% |
| White and Black African | 1% | 0% |
| Any Other Mixed / Multiple Ethnic Background | 12% | 0% |
| WHITE | | |
| British | 63% | 54% |
| Irish | 1% | 1% |
| Any Other White Background | 6% | 13% |
| Prefer not to say | | |
| | 1% | 17% |

WRITERS UNDER COMMISSION

There are currently 33 writers on commission. We have 16 completed responses, 48% of those surveyed.

| | |
|--|-----|
| ASIAN | |
| Chinese | 6% |
| Indian | 6% |
| Pakistani | 6% |
| BLACK | |
| African | 6% |
| MIXED / MULTIPLE ETHNIC BACKGROUND | |
| White and Asian | 6% |
| Any Other Mixed / Multiple Ethnic Background | 13% |
| WHITE | |
| British | 31% |
| Irish | 6% |
| Any Other White Background | 13% |
| Any Other Ethnic Background | |
| | 6% |

RESIDENT ARTISTS

In 19/20 we had 16 resident artists working across directing and design. We had 13 completed responses which is 81%. In 18/19 we had 10 resident directors. We had 8 completed responses which is 80%.

| ASIAN | 19/20 | 18/19 |
|------------------------------------|-------|-------|
| Indian | 8% | 0% |
| BLACK | | |
| African | 15% | 0% |
| MIXED / MULTIPLE ETHNIC BACKGROUND | | |
| White and Asian | 8% | 0% |
| White and Black Caribbean | 8% | 13% |
| WHITE | | |
| British | 54% | 75% |
| Irish | 0% | 13% |
| Any Other White Background | 8% | 0% |

YOUNG ARTISTS

This is a group of people under 25 who are members of our Young Artist groups including Young Company, Young Critics and Young Producers. In 19/20 we had 65 and in 18/19 we had 76 . We had 100% completion rate of the survey in both years.

| ARAB | 19/20 | 18/19 |
|--|-------|-------|
| Arab | 0% | 3% |
| ASIAN | | |
| Indian | 0% | 3% |
| Pakistani | 0% | 1% |
| Any Other Asian Background | 2% | 8% |
| BLACK | | |
| African | 0% | 9% |
| Caribbean | 0% | 3% |
| Any Other Black / African / Caribbean Background | 3% | 3% |
| MIXED / MULTIPLE ETHNIC BACKGROUND | | |
| White and Asian | 2% | 1% |
| White and Black African | 0% | 3% |
| White and Black Caribbean | 0% | 7% |
| Any Other Mixed / Multiple Ethnic Background | 42% | 7% |
| WHITE | | |
| British | 49% | 36% |
| Irish | 0% | 1% |
| Any Other White Background | 2% | 0% |
| Any Other Ethnic Background | 3% | 0% |
| Prefer not to say | 0% | 14% |

Notes: All the data was collected through an online survey. We have indicated the number of individuals surveyed in each category and the % response rate for that category. All % figures are rounded to the nearest whole number (anything less than .5 is rounded down and anything .5 and above is rounded up). This may mean that some columns won't add up to 100%.