



Theatre Call to Action – Response, July 2020

We support the commitment to transparency requested in the Theatre Call to Action open letter. This document responds as fully as possible to that call, based on the data available and accessible in June 2020 when the National Theatre building is closed. It's a snapshot of the National Theatre's progress so far: we absolutely recognise there is more work to do.

Nb. When staff and freelancers are asked to indicate their characteristics on surveys, there is a 'prefer not to say' option and not all surveys are returned. This means that there can be a degree of inaccuracy in the results, which we try to minimise.

Workforce

		16-17	17-18	18-19	19-20	
Board	% Female	63.6%	45.5%	58.3%	58.3%	This represents the main Board.
	% People of Colour	18.2%	27.3%	25.0%	25.0%	
	% Black/Black dual heritage	18.2%	18.2%	16.7%	16.7%	
	% Disabled	0.0%	0.0%	0.0%	0.0%	
Permanent Staff	% Female	50.0%	50.0%	50.0%	Not yet available	This represents staff on permanent contracts. These are mainly operational roles. Data for 19/20 will be available in the next few months and will be shared then.
	% People of Colour	12.0%	12.0%	12.0%		
	% Black/Black dual heritage	6.0%	5.5%	5.6%		
	% Disabled	6.0%	5.0%	7.5%		
Fixed Term & Casual Staff	% Female	45.2%	52.0%	51.2%	Not yet available	These are mainly operational and production roles. Data for 19/20 will be available in the next few months and will be shared then.
	% People of Colour	15.2%	13.2%	20.2%		
	% Black/Black dual heritage	7.2%	6.1%	11.4%		
	% Disabled	5.5%	8.1%	11.5%		
Freelance Staff	% Female	46.2%	43.7%	53.3%	52.5%	This represents anyone employed on a freelance or project contract. These are mainly creative, artistic and learning roles. Writers, Directors & Actors are included in this data.
	% People of Colour	21.3%	25.8%	24.4%	31.0%	
	% Black/Black dual heritage	11.2%	13.5%	13.4%	15.9%	
	% Disabled	3.4%	5.3%	14.0%	17.0%	

On stage representation

In 2016, we set five-year public targets to increase diversity on our stages. All the on-stage targets would have been met or exceeded in 2020-21 with our planned programme, which was announced in February 2020.

		16-17	17-18	18-19	19-20	20-21	20-21 Target	
Staged Writers (Living)	% Female	46%	26%	36%	33%	60%	50%	The five-year target for ethnicity was for people of colour, so we have not recorded Black writers separately. 20/21 data reflects productions scheduled and announced pre-Covid-19 disruption.
	% People of Colour	5%	16%	10%	22%	22%	20%	
Staged Directors	% Female	33%	33%	46%	50%	50%	50%	
	% People of Colour	10%	19%	13%	10%	30%	20%	
Actors	% Female	43%	39%	47%	47%	-	50%	
	% People of Colour	29%	35%	33%	35%	-	25%	

Project and artist development

Our New Work Department is where our future work is developed. The data in this area shows our progress and direction of travel, as these people are working on productions that will be performed in the future, principally at the National Theatre but also in other venues. A key priority for the New Work Department is to support and nurture projects by a diverse range of artists.

		18-19	19-20
New Work Department (ALL)	% Female	52%	52%
	% People of Colour	30%	34%
	% Black/Black dual heritage	14%	14%
	% Disabled	17%	17%
NWD Writers	% Female	48%	54%
	% People of Colour	30%	28%
	% Black/Black dual heritage	13%	10%
	% Disabled	17%	14%
NWD Directors	% Female	49%	55%
	% People of Colour	21%	22%
	% Black/Black dual heritage	6%	2%
	% Disabled	21%	16%
NWD Artist Development	% Female	69%	74%
	% People of Colour	28%	55%
	% Black/Black dual heritage	14%	26%
	% Disabled	22%	24%

Commissions	% Female	-	55%
	% People of Colour	-	33%
	% Black/Black dual heritage	-	12%
	% Disabled	-	9%

What next for the National Theatre?

The National Theatre recognises that we still have further to go to increase representation and make this a fully inclusive organisation. We are encouraged that the five-year targets we set ourselves to increase diversity on our stages have been met and that the data from our New Work Department shows the pipeline of projects created by diverse talent is much improving.

While the 19/20 staff data is not yet completely finalised, we know we need to do more to increase the diversity of our staff, particularly at senior management level. Each area where progress has been slow is a concern for us and even in areas where, statistically, progress has been made, we want to understand fully what this means for staff: the difference it makes to people that work here.

Very regrettably, we are currently having to reduce our workforce because of the financial impact of Coronavirus, and because we don't expect to be performing as usual on our stages for some time to come. In the short term, we anticipate that will have a negative impact on diversity in some areas of the organisation; we are absolutely committed to ensuring that we build back a diverse workforce in those areas as roles return.

We have much more to do to become the type of organisation we aspire to be; a place where our culture says more about our theatre than our statistics. We want the National Theatre to be a place where all our employees, freelancers and artists know they are valued and nurtured so that we are proudly reflective of society both on our stages and throughout our workforce. We're partway through consulting with our staff networks on the actions we will take to increase diversity and representation across the National Theatre and make it a more inclusive and supportive workplace; these discussions are informing our future plans and we will update on that work in coming weeks.