

National Theatre

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.

Please note - 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.

This document was updated 19 May 2021 to include 19-20 workforce data.

Workforce

		16-17	17-18	18-19	19-20	
Board	% Female	63.6%	45.5%	58.3%	58.3%	This represents the main Board.
	% Black, Asian, ethnically diverse	18.2%	27.3%	25.0%	25.0%	
	% Black/Black mixed 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%	52.0%	This represents staff on permanent contracts. These are mainly operational roles.
	% Black, Asian, ethnically diverse	12.0%	12.0%	12.0%	11.9%	
	% Black/Black mixed heritage	6.0%	5.5%	5.6%	6.8%	
	% Disabled	6.0%	5.0%	7.5%	7.5%	
Fixed Term & Casual Staff	% Female	45.2%	52.0%	51.2%	52.4%	These are mainly operational and production roles.
	% Black, Asian, ethnically diverse	15.2%	13.2%	20.2%	16.9%	
	% Black/Black mixed heritage	7.2%	6.1%	11.4%	9.3%	
	% Disabled	5.5%	8.1%	11.5%	8.5%	
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.
	% Black, Asian, ethnically diverse	21.3%	25.8%	24.4%	31.0%	
	% Black/Black mixed 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
	% Black, Asian, ethnically diverse	5%	16%	10%	22%	22%	20%	
Staged Directors	% Female	33%	33%	46%	50%	50%	50%	The five-year target for ethnicity was for people of colour, so we have not recorded Black directors separately. 20/21 data reflects productions scheduled and announced pre-Covid-19 disruption
	% Black, Asian, ethnically diverse	10%	19%	13%	10%	30%	20%	
Actors	% Female	43%	39%	47%	47%	-	50%	The five-year target for ethnicity was for people of colour, so we have not recorded Black actors separately. 20/21 data is incomplete because productions were only partially cast when the building closed in March
	% Black, Asian, ethnically diverse	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 NT 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%
	% Black, Asian, ethnically diverse	30%	34%
	% Black/Black mixed heritage	14%	14%
	% Disabled	17%	17%
NWD Writers			
	% Female	48%	54%
	% Black, Asian, ethnically diverse	30%	28%
	% Black/Black mixed heritage	13%	10%
	% Disabled	17%	14%
NWD Directors			
	% Female	49%	55%
	% Black, Asian, ethnically diverse	21%	22%
	% Black/Black mixed heritage	6%	2%
	% Disabled	21%	16%
NWD Artist Development			
	% Female	69%	74%
	% Black, Asian, ethnically diverse	28%	55%
	% Black/Black mixed heritage	14%	26%
	% Disabled	22%	24%
Commissions			
	% Female	-	55%
	% Black, Asian, ethnically diverse	-	33%
	% Black/Black mixed heritage	-	12%
	% Disabled	-	9%