

DIVERSITY AT HOME

2019/20 DATA

HOME's aim is to be representative of our city and society.

This document contains HOME's best-available data on race, disability and gender across our workforce and the artists that we work with. We are publishing this data in response to the greater call for transparency across the sector from **Theatre Call To Action** and the **Pull Up Or Shut Up** campaign. We will continue to publish this data in future years. We do not believe this is a short-term issue.

Not every department collects data in the same way so there are some differences in the categories recorded. We are currently reviewing our methods and where there are gaps in our data we will work towards changing our processes to remedy this.

We have published a statement about how we intend to improve the diversity and allyship of our organisation. Please click [here](#) to read it.

HOME Staff

Total number of staff	175
African	1.19%
Asian British	3.57%
Black British	3.57%
Irish	1.19%
White & Black African	7.14%
White & Black Caribbean	1.19%
White British (English, Northern Irish, Scottish, Welsh)	66.67%
Other White	3.57%
Prefer not to say	10.71%
Other description	1.19%

Our Executive team is made up of two people. Both are White British, do not have a disability and identify as male

Do you consider yourself to have a disability?

Yes	11.76%
No	80.00%
Prefer not to say	8.24%

Do you identify

As a man	25.29%
As a woman	56.32%
Non-Binary	3.45%
Prefer not to say	14.94%

HOME Board of Trustees

Total number of trustees 11

Asian British	9.09%
Bangladeshi	9.09%
Indian	9.09%
White & Black African	9.09%
White British (English, Northern Irish, Scottish, Welsh)	63.64%

Do you consider yourself to have a disability?

Yes	9.09%
No	90.91%

Do you identify

As a man	72.73%
As a woman	27.27%

Engagement

These figures relate to people participating in our Engagement projects and programmes.

African	3.04%
Asian British	0.98%
BAME unspecified	1.43%
Bangladeshi	0.09%
Black British	8.04%
Caribbean	2.23%
Chinese	1.43%
Indian	1.25%
Irish	1.70%
Pakistani	2.23%
White & Asian	1.61%
White & Black African	0.80%
White & Black Caribbean	2.23%
White British (English, Northern Irish, Scottish, Welsh)	58.04%
Other Asian/Asian British	0.54%
Other Black/Black British	0.27%
Other White	7.86%
Prefer not to say	3.39%
Other description	2.86%

Do you consider yourself to have a disability?

Yes	15.5%
No	Unmonitored
Prefer not to say	Unmonitored

Do you identify

As a man	37.90%
As a woman	60.60%
Non-Binary	1.50%
Prefer not to say	Unmonitored

Talent Development

These figures relate to people participating in our Talent Development projects and programmes.

African	2.05%
Asian British	1.03%
Black British	15.21%
Caribbean	1.54%
Chinese	1.71%
Indian	1.37%
Irish	2.05%
Pakistani	0.51%
White & Asian	1.88%
White & Black African	1.20%
White & Black Caribbean	2.22%
White British (English, Northern Irish, Scottish, Welsh)	53.50%
Other Black/Black British	0.17%
Other White	10.26%
Prefer not to say	2.74%
Other description	2.56%

Do you consider yourself to have a disability?

Yes	12.7%
No	Unmonitored
Prefer not to say	Unmonitored

Do you identify

As a man	38.90%
As a woman	59.30%
Non-Binary	1.90%
Prefer not to say	Unmonitored

Theatre

The statistics for 2019/20 for theatre refer to 90 productions across both Theatre 1 and Theatre 2 spaces at HOME and include HOME produced, co-produced, commissioned and visiting work. The statistics count the lead artist of each project – we are currently looking at changes to our reporting mechanisms so we can better reflect the diversity of every project both on stage and off, and take action where we should.

African	1.11%
Asian British	7.78%
Black British	24.44%
Chinese	1.11%
Irish	1.11%
White British (English, Northern Irish, Scottish, Welsh)	54.44%
Other White	10%

Do you consider yourself to have a disability?

Yes	15.55%
No	Unmonitored
Prefer not to say	Unmonitored

Do you identify

As a man	35.55%
As a woman	54.44%
Non-Binary	10%
Prefer not to say	Unmonitored

Film

We are proud to hold the BFI's Diversity Standard which is awarded to organisations committed to reducing inequality in the film industry in relation to age, disability, ethnicity, gender, LGBTQ+, religion and belief (as they pertain to the Equality Act 2010), as well as socioeconomic background and geographical location. However, our current reporting to the BFI groups all non-White British people together as BAME, which we recognise as inadequate. We are currently reviewing our reporting system to improve the quality of this data for future years.

In 2019/20 69% of our film programme included BAME representation within the artistic teams or was BAME led.

Visual Art

The statistics for visual art refer to artists featured in the HOME Gallery and the Granada Foundation Gallery.

Arab	2%
Asian British	7%
Black British	5%
Indian	2%
White British (English, Northern Irish, Scottish, Welsh)	68%
Other White	12%
Other description	4%

Do you consider yourself to have a disability?

Yes	4%
No	93%
Prefer not to say	3%

Do you identify

As a man	38%
As a woman	55%
Non-Binary	7%
Prefer not to say	Unmonitored

Manchester Open Exhibition

The Manchester Open Exhibition is a major open-entry art show celebrating the creative talent of Greater Manchester residents. Over 500 artists appeared in the first exhibition, and the Open will return in 2022.

Arab	0.2%
Asian British	4.3%
Black British	2.3%
White British (English, Northern Irish, Scottish, Welsh)	81.9%
Other White	1.4%
Prefer not to say	4.7%
Other description	5.2%

Do you consider yourself to have a disability?

Yes	17%
No	75%
Prefer not to say	8%

Do you identify

As a man	44.40%
As a woman	50.30%
Non-Binary	5.20%
Prefer not to say	Unmonitored