

Studio Resident Community

Diversity & Inclusion Data Report

2024



pervasive media studio

The Pervasive Media Studio is a creative technologies collaboration between Watershed, UWE Bristol and University of Bristol.

WATERSHED





Welcome to the 2024 report on the data gathered from the Annual Studio Resident Balance and Belonging survey.

Sharing this report is part of our ongoing commitment to sharing the information you give us in the survey, and to being more transparent about the impact that the data has. Whilst the core of structure of the survey will remain the same, we are adjusting our work each year. This is often led by the feedback you give us in the survey, but also by the work of Watershed's organisational inclusion work. This report covers the data and information that comes from the Survey.

Our aim with this report is to continue:

- to **share the inclusion survey data** in a clear and transparent way
- to **invite the studio community to continue to feedback and work with us** to ensure we approach this area of work in most inclusive way possible. Details of how you can get in touch are listed at the end of this report.

HEADLINES AND APPENDICES

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Headlines

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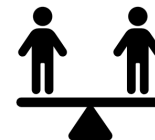
Appendices

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THE DATA

Balance Data

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Belonging Data

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Watershed's approach to data led inclusion means looking at who we are, who has a seat at the table and who we are supporting so that we can intentionally and directly make paths to readdress inequities.



For Pervasive Media Studio this focuses on studio-wide surveying that looks deeply and honestly at the resident community's demographics with a determination to keep data collection consensual and transparent.

In 2021 an inclusion data working group was set up to specifically work on this area. They dedicate time to thoughtful work focusing on;

- how we ask questions; including researching best practice from across the arts, culture, academic and government sectors.
- what language we use; acknowledging the impact that language can have in promoting an inclusive workplace and culture, again by researching and referencing best practice and with the aim to make the language we use as accessible as possible (a breakdown of our references can be found at the end of this report).
- how we analyse and present the data; acknowledging the potential for bias in the presentation and interpretation of data, with an aim to make the data as transparent and equitable as possible

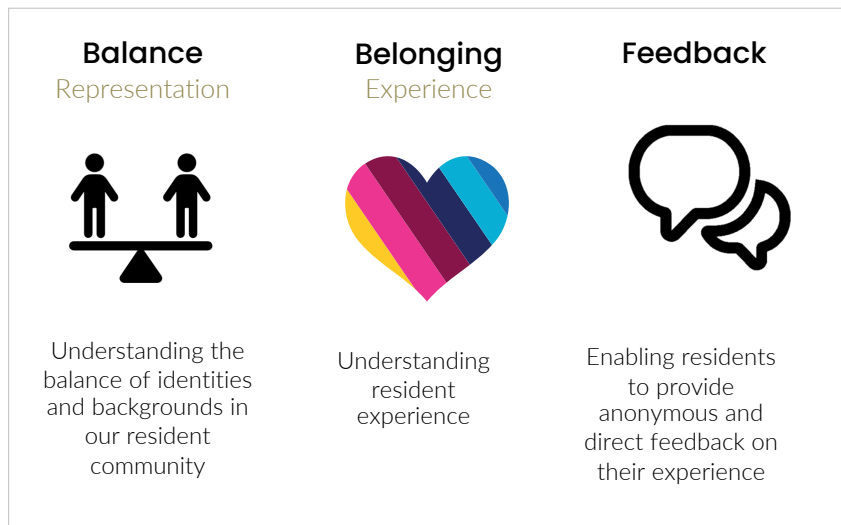
Whilst our aim is always to approach this area in the most inclusive way we can, we also acknowledge that language and meaning is constantly changing. We are committed to, and will rely on, being open to feedback and discussion to ensure we are as up to date as possible.

For more reading on how the Balance & Belonging approach was developed see:

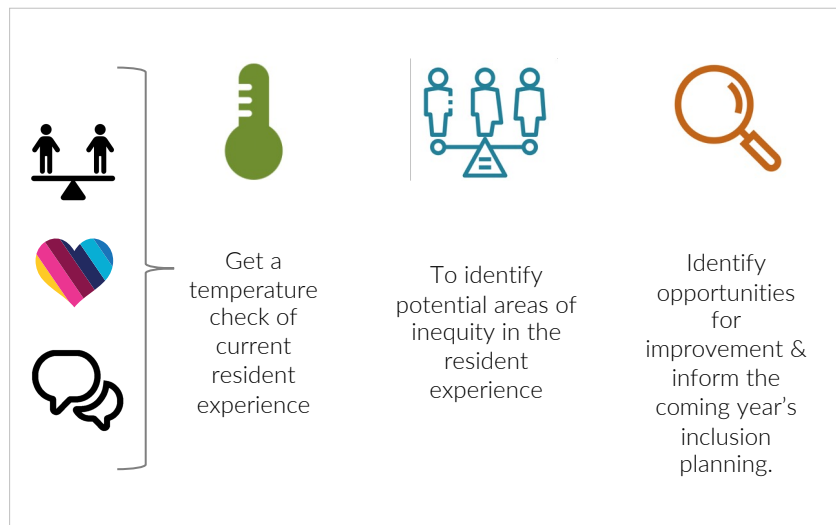
- [Inclusion Guided by Principles](#)
- [Collecting Inclusion Data: Watershed's Approach to Balance and Belonging](#)

Our Approach to Data Collection

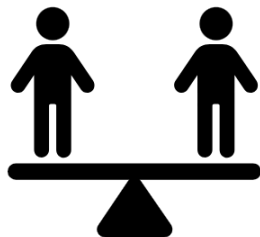
In March 2024 we ran our annual resident community inclusion survey which has 3 sections:



We use the data from the survey (alongside other feedback) to:



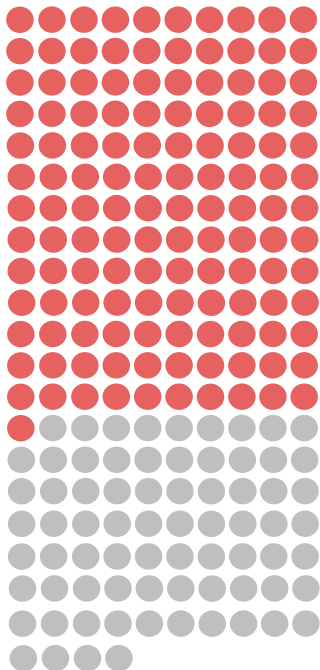
Headlines





2024

204 Residents
131 Survey Responses
64% Response Rate



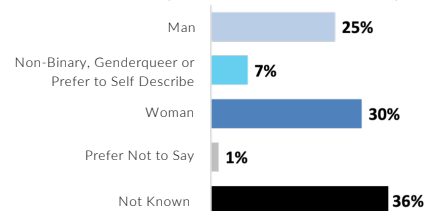
We have changed the way we represent the demographic balance of the resident community in our data.

In previous years, we reported numbers as a percentage of the total number of residents, with those who didn't fill out the survey listed as "Not Known".



2023 Gender Data

(based on total no of residents)

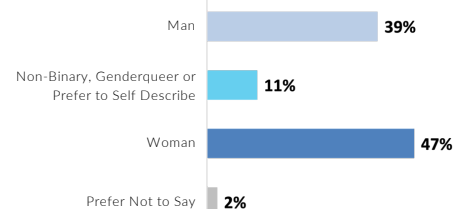


This year, we are reporting numbers as a percentage of those who completed the survey and are not listing those who did not fill out the survey.



2024 Gender Data

(based on no of residents who completed the survey)



Why Have we Changed our Approach?

We've made this decision because our total number of residents and the response rate to the survey are quite variable. Including all the "not known" data makes the numbers quite confusing to talk about publicly and makes it very difficult to judge trends over time. We will continue to report our response rates, meaning that those who prefer the previous way of reporting numbers can still work them out that way if they wish.

At the time the data was collected the studio had 204 residents. The % of residents who did not fill out the survey decreased from 55% to 24%. The %s on this page and the following pages are based on the number of residents who filled out the survey (131).

The %s of under-represented identities rose in almost all areas.

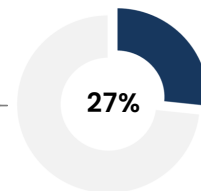
- **ETHNICITY:** Residents from Global Majority backgrounds increased by 3pp* from 24% to 27%.
- **AGE:** 12 pp increase in 20 - 29 year olds
- **GENDER:** Residents who identify as non-binary or genderqueer rose 4pp. % of women rose slightly by 2pp, whereas % of men fell slightly by 3pp.
- **SEXUALITY:** % of LGBTQA+ representation rose 11pp from 35% to 46%
- **DISABLED, DEAF OR LONG-TERM PHYSICAL OR MENTAL HEALTH CONDITION:** Residents who identify as Disabled, Deaf or have a long-term health condition rose by 3 pp from 22% to 25%.
- **NEURODIVERGENCE:** Residents who identify as neurodivergent rose by 8 pp from 38% to 46%.
- **CARERS:** % of residents who are either primary or informal carers fell slightly from 38% to 33%.
- **RELIGION:** % of Residents with religion or faith rose 4pp
- **SOCIO-ECONOMIC BACKGROUND:** Residents from working class backgrounds remained the same at 20%, whereas those from intermediate backgrounds rose by 7 pp from 9% to 16%.

*pp = Percentage Point (the difference between this years and last year's scores).
e.g difference between 10% and 11% is 1pp)

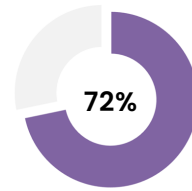
Ethnicity

People of Asian Heritage - East Asian, South Asian, South-East Asian Heritage or other Asian Heritage **7%**
 People of Black Heritage - African, Caribbean, Black British or other Black Heritage **10%**
 People of Dual or Multiple Heritage **7%**
 People of Gypsy, Roma or Irish Traveller Heritage **1%**
 People of Jewish Heritage **1%**
 People of Latin American Heritage **1%**
 People of Middle Eastern and North African Heritage **1%**

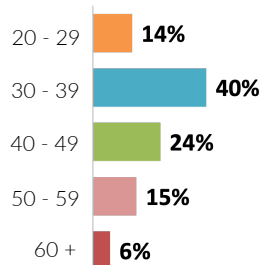
Global Majority



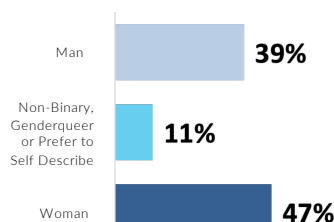
White British, Northern Irish or Other White Background



Age

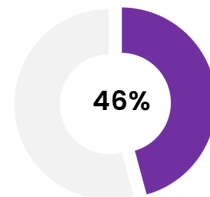


Gender

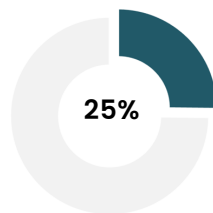


Who identify as Transgender: **5%**

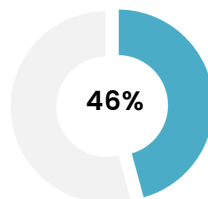
LGBTQA+



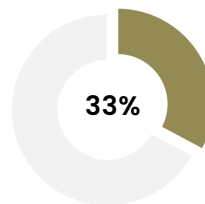
Disabled, Deaf or have a Long-Term Health Condition



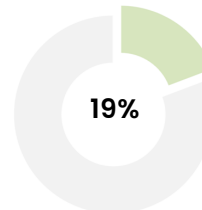
Neurodivergent



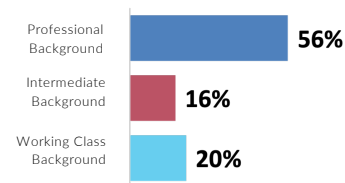
Carers



Residents with Religion or Faith



Socio-Economic Background





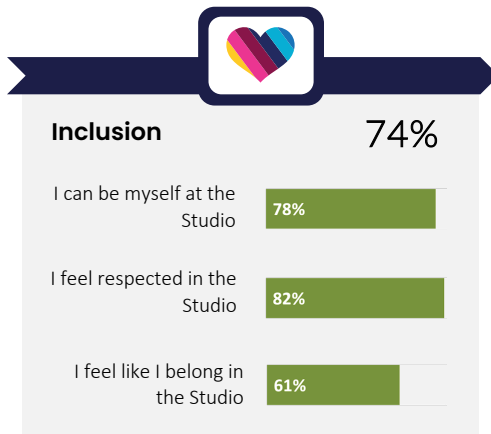
Strengths

- Open and honest communication both with staff and other residents, and feeling respected in the studio all scored highly.

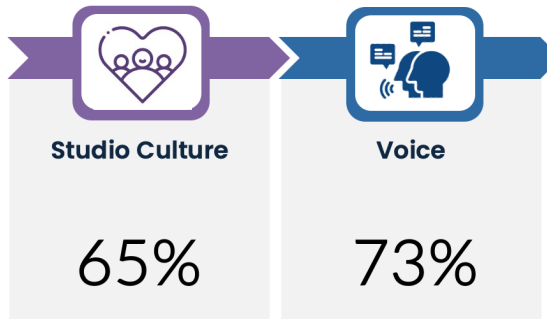
Opportunities for Improvement

- Feeling valued for unique contribution, being able to voice alternative perspectives or respectfully challenge other opinions and feelings of belonging are areas of focus for improvement.

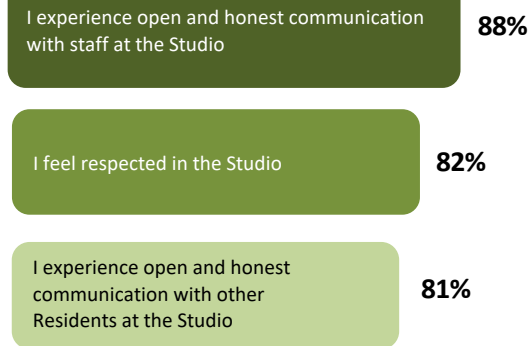
Scores Per Section



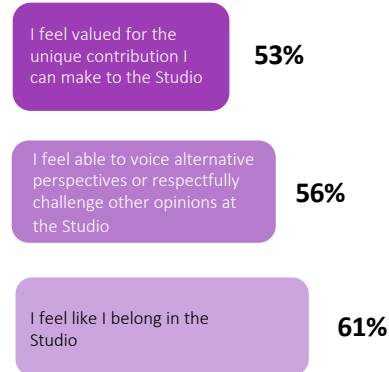
Below shows the % of agreement for questions in each of the other sections:



Statements with Highest Agreement



Statements with Lowest Agreement



May 2023

April 2024

Studio Governance

We worked alongside Lucy Turner and Imwen Eke as Resident Reps to explore how residents want to be more involved in decision making in the Studio.

Facilitation

We evolved how we run workshops to instill a greater sense of shared accountability for mutually respectful behavior. We also introduced paid rest days for projects that proactively draw on people's lived experience.

Programme Design

Our programmes were designed to bring together a diversity of lived experience. This included the Sony Assistive Musical Instrument Hackathon, Other Minds and Immersive Arts.

The Studio Team had anti-racist facilitation training.

Residencies

Our Micro-Residencies focus on supporting artists who are underrepresented in our community. This year we supported one person within Other Minds.

We also created a new process for offering ongoing residency to participants on our programmes, which increased the diversity of our community.

Survey Development

Based on feedback from last year's surveys, we substantially cut down on the number of questions in our Community Survey and made it clearer where rough estimates were sufficient. We also modified several of the Belonging questions, which were unclear or difficult to answer.

July 2024

April 2025

Studio Governance

As part of our ongoing work to involve residents more in the Studio's governance, we will invite 6 randomly selected residents to become Resident Advisors every 6 months.

They will be involved with the running of the Studio on both the strategic and practical levels.

Studio Wayfinding

We will work with Gill Wildman to create some signage that helps people to navigate the physical space of the Studio, and its structures more easily.

We will also do a reshuffle to break up some of the fixed desk groupings.

Residencies

Our Micro-Residencies focus on supporting artists who are underrepresented in our community. This year we will support a number through our 6G collaboration with University of Bristol.

Theme Development

We will implement a new set of Programme Guidelines which ensure that new themes in the Studio reflect a wide range of knowledge, practice and lived experience.

Communications Review

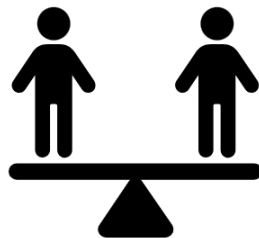
We will review Studio tone of voice across our communications channels to ensure that our writing is accessible to a wide range of people – particularly considering class and educational background.

Reparative Justice

We will develop our producing methods alongside those with expertise in trauma-informed practice.

We will ask: how do we responsibly welcome lived experience, recognise intersectionality and make things together while maintaining safe boundaries for all involved?

Balance Data

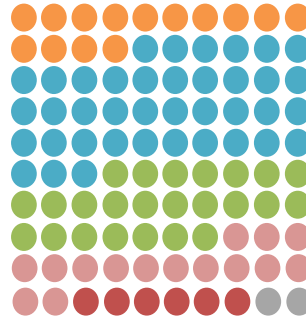


❖ The majority (64%) of our residents are between 30 and 49 years old. This is a fall from 72% in 2023.

❖ 35% are aged under 30 or over 50. A rise from 27% in 2023

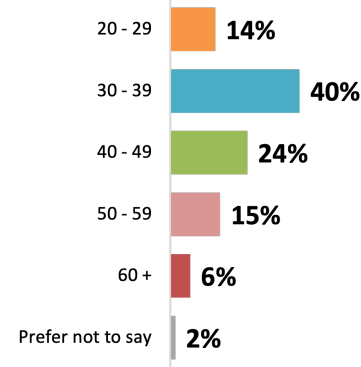
20-29 30-39 40-49 50-59 60-69 Prefer Not to Say

Representation

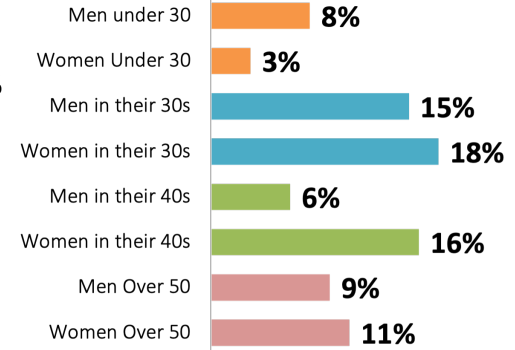


1 dot = 1% of Residents

Balance



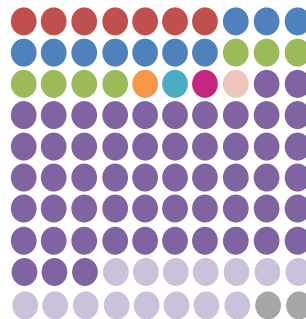
Intersectional Breakdown



- ❖ 27% of residents who completed the survey identified as being from Global Majority backgrounds (a rise from 24% in 2023).
- ❖ According to the DCMS report [‘Economic Estimates: Employment in the DCMS sectors, January 2023 to December 2023, as of 2023’](#), the share of filled jobs in the creative industries held by people from global majority backgrounds was 16.5%.

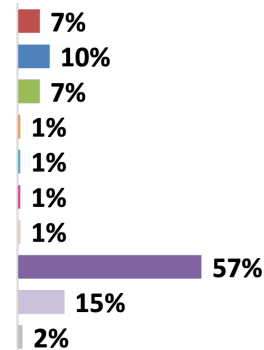


Representation

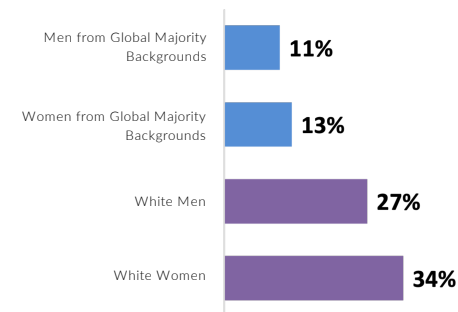


1 dot = 1% of Residents

Balance



Intersectional Breakdown



We acknowledge that asking people to put a label on their identity though selecting a homogenised pre-defined category removes the nuance and truth of how people identify and all have unique experiences. It's a necessary method for us to measure progress against ourselves, and in some cases compare against external data sets.

However, we also want to ensure that people still feel represented in this report, and as such we included options to self-define within the survey. In the case of Ethnicity, we chose to lead with the free-text question '*How Do you describe your Ethnicity*' before any pre-defined questions were asked. We have taken inspiration for this approach from the '[Whose Culture Report](#)' published by [Rising Arts Agency](#), and listed how people chose to self-define below. We have also included this where we have given headline %s (page 6).



Our Residents describe themselves as:

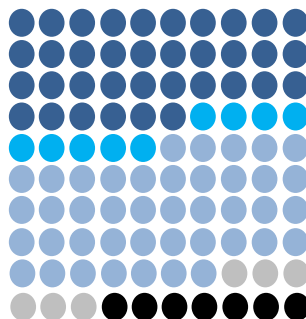
African • Afro Brazilian • Asian • Black • Black African • Black British African • Black British Born Jamaican • Black British Caribbean • Black Caribbean • Black-British (African) • British • British – White • British – White Welsh • British / Algerian / Amazigh • British Indian • British South Asian • British/French • Chinese • East Asian • Egyptian / North African • English • English/White/British • Indian • Irish traveller / showman • Latin American • Mediterranean, Greek • Mix of Japanese and American • Mixed • Mixed (White and Asian) • Mixed Ethnicity • Mixed Heritage • Mixed Heritage- British, Irish & Asian • Mixed race • Mixed White Black Caribbean • Mixed White British and Irish • Nigerian • South Asian • Welsh • Welsh-British • White • White British • White British, Northern • White British, with a hint of Irish • White British/European • White British/Irish • White British • White Eastern European • White English • White European • White Irish / British • White Scottish • White Welsh • White, British • Woman of Colour

- ❖ 47% of residents who completed the survey identified as women.
- ❖ According to the DCMS report '[Economic Estimates: Employment in the DCMS sectors, January 2023 to December 2023, as of 2023](#)', the share of filled jobs in the creative industries held by women was 38%.
- ❖ Representation of residents who identify as non-binary or genderqueer rose 4pp. The percentage of women rose slightly by 2pp, whereas the percentage of men fell slightly by 3pp.

Percentages are based on survey sample (the no of residents to who completed the survey)

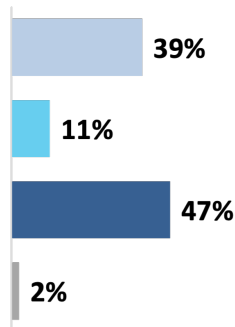
● Man
 ● Woman
 ● Non-Binary, Genderqueer or Prefer to Self Describe
 ● Prefer Not to Say

Representation



1 dot = 1% of Residents

Balance



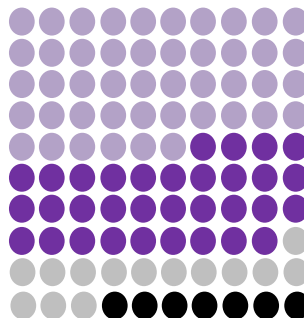
Residents who
Identify as
Transgender:
5%

- ❖ 46% of residents who completed the survey were LGBTQA+ compared to 35% the previous year.

*We have used the acronym LGBTQA+ with the intension to reflect the data on sexuality (with transgender (T) data being represented in the gender sections)

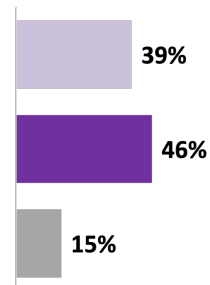
● Heterosexual
 ● LGBTQA+*
 ● Prefer Not to Say

Representation

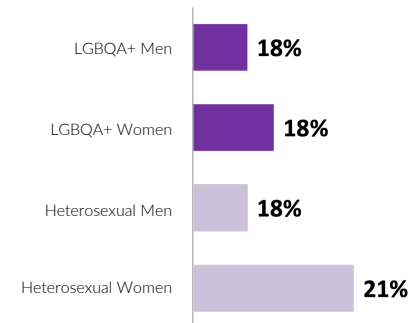


1 dot = 1% of Residents

Balance



Intersectional Breakdown



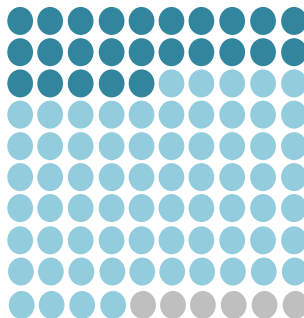


❖ 25% of residents identified as Disabled, Deaf or have a long-term physical or mental health condition.

❖ According to the DCMS report [*'Economic Estimates: Employment in the DCMS sectors, January 2023 to December 2023, as of 2023'*](#), the share of filled jobs in the creative industries held by disabled people was 15%.

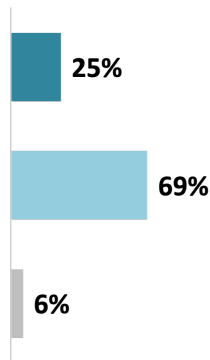
● Disabled, Deaf or have a Long-Term Physical or Mental Health Condition ● Non-Disabled ● Prefer Not to Say

Representation

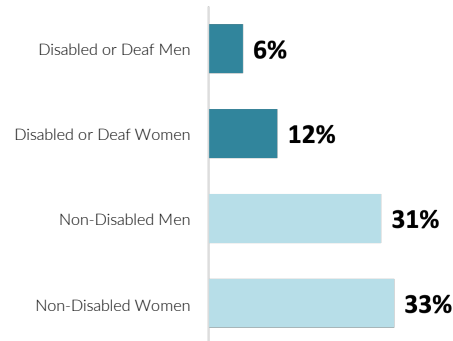


1 dot = 1% of Residents

Balance



Intersectional Breakdown



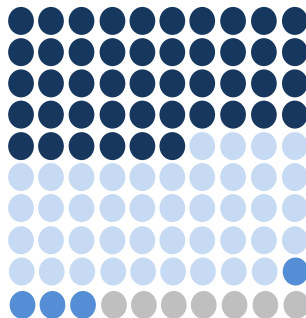
Percentages are based on survey sample (the no of residents to who completed the survey)

● Neurodivergent
 ● Neurotypical
 ● Prefer to Self Describe
 ● Prefer Not to Say

❖ Almost half (46%) of residents who completed the survey identified as neurodivergent, an increase on 38% in 2023.

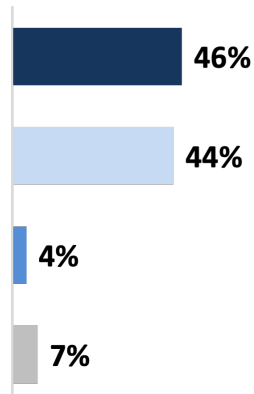
❖ [It is estimated](#) that 15-20% of the UK population is neurodivergent

Representation

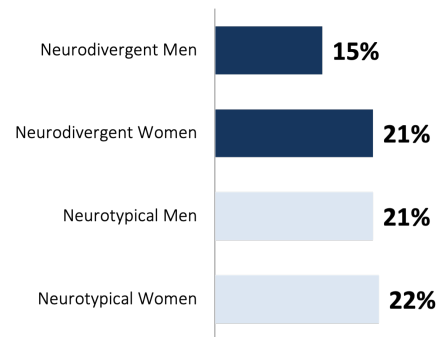


1 dot = 1% of Residents

Balance



Intersectional Breakdown



Percentages are based on survey sample (the no of residents to who completed the survey)



❖ 20% of residents who completed the survey (the same % as 2023) came from working-class backgrounds, with 16% (a 7pp rise from 2023) from intermediate backgrounds.

❖ According to the [Social Mobility Commission](#) data, the national benchmark shows 39% of the UK workforce come from working class backgrounds. In the [creative industries](#), this figure is 27%.

❖ 30% of residents were eligible for free school meals during their school years

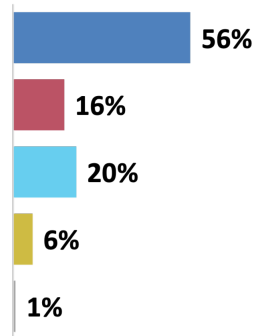
❖ 91% of residents attended university

Representation

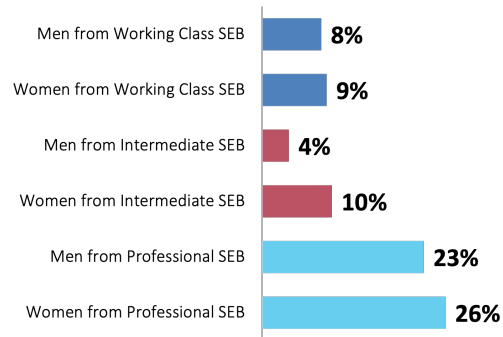


1 dot = 1% of Residents

Balance



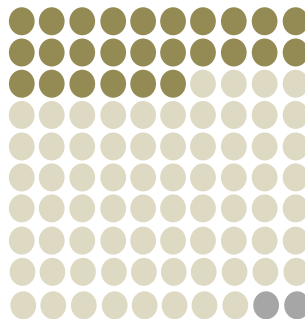
Intersectional Breakdown



● Primary Carer ● Secondary Carer ● Non-Carer ● Prefer Not to Say

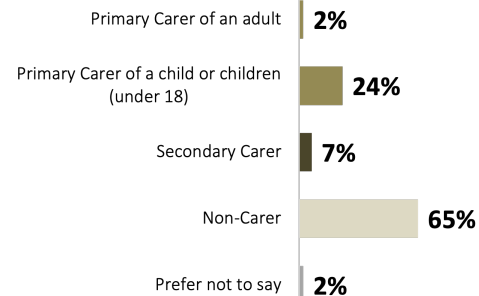
- ❖ 33% of residents who completed the survey are carers
- ❖ 24% are a primary carer of a child or children
- ❖ 2% are a primary carer of an adult
- ❖ 7% are a secondary carer

Representation



1 dot = 1% of Residents

Balance



Percentages are based on survey sample (the no of residents to who completed the survey)

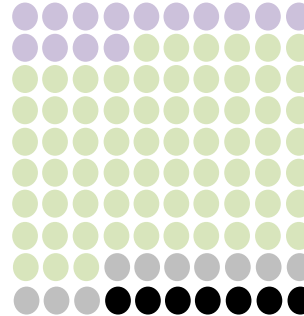
- ❖ 19% residents who completed the survey identified as having a religion or faith.

Our Residents with religion or faith describe themselves as:

Christian • Hindu • Humanist
• Jewish • Muslim • Pagan • Sikh •
Spiritualism • Spiritual • Spiritual
with wiccan leanings

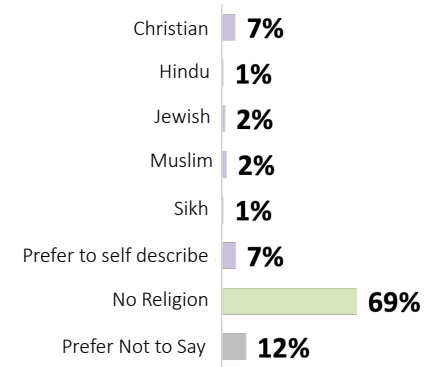
● With Religion or Faith
 ● No Religion
 ● Prefer Not to Say
 ● Not Known

Representation



1 dot = 1% of Residents

Balance





Belonging Data





We base our belonging scores on a set of statements (broken down into the questions and three sections below); we ask our Residents to rate how much they agree with each statement to get our **'favourable' score** (this is the % of people who either 'Agree' or 'Strongly Agree').



Studio Culture

- ❖ I feel valued for the unique contribution I can make to the Studio
- ❖ I feel like the Studio is a space where I can take creative risks
- ❖ I am comfortable sharing my background and experiences in the Studio (in as much as I want to)



Inclusion

- ❖ I can be myself at the Studio e.g. I don't have to pretend to be someone I'm not while I'm at the Studio
- ❖ I feel respected in the Studio
- ❖ I feel like I belong in the Studio




Voice


- ❖ I experience open and honest communication with staff at the Studio
- ❖ I experience open and honest communication with residents at the Studio
- ❖ When I share my opinions at the Studio, they are valued
- ❖ I feel able to voice alternative perspectives or respectfully challenge other opinions at the Studio (without worrying about negative consequences)




Studio Culture

	I feel valued for the unique contribution I can make to the Studio	<div><div style="width: 53%;">53%</div></div>	-5
	I feel like the Studio is a space where I can take creative risks	<div><div style="width: 71%;">71%</div></div>	+7
	I am comfortable sharing my background and experiences in the Studio (in as much as I want to)	<div><div style="width: 73%;">73%</div></div>	-7

Inclusion

	I can be myself at the Studio e.g. I don't have to pretend to be someone I'm not while I'm at the Studio	<div><div style="width: 78%;">78%</div></div>	+8
	I feel respected in the Studio	<div><div style="width: 82%;">82%</div></div>	-4
	I feel like I belong in the Studio	<div><div style="width: 61%;">61%</div></div>	+7

Voice

	I experience open and honest communication with staff at the Studio	<div><div style="width: 88%;">88%</div></div>	+15
	I experience open and honest communication with Residents at the Studio	<div><div style="width: 81%;">81%</div></div>	+8
	When I share my opinions at the Studio, they are valued	<div><div style="width: 69%;">69%</div></div>	-4
	I feel able to voice alternative perspectives or respectfully challenge other opinions at the Studio (without worrying about negative consequences)	<div><div style="width: 56%;">56%</div></div>	+7



Open and honest communication both with staff and other residents scored highly.

- 'I experience open and honest communication with staff at the Studio' was the highest scoring statement (88% of respondents agreed with the statement).
- 'I experience open and honest communication with other Residents at the Studio' (81% of respondents agreed with the statement).

We're also pleased to see that residents feeling respected in the studio continued to score highly;

- 'I feel respected in the Studio' (82%), despite seeing a small drop from last year (86%).

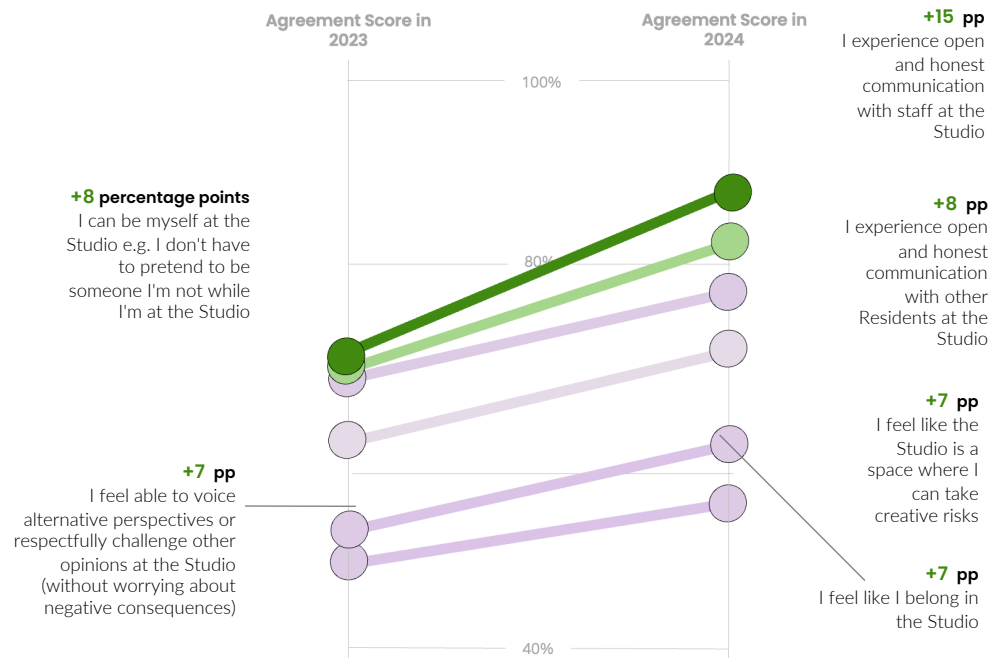
Statements with Highest Agreement

I experience open and honest communication with staff at the Studio **88%**

I feel respected in the Studio **82%**

I experience open and honest communication with other Residents at the Studio **81%**

Improvements



Feeling valued for unique contribution, being able to voice alternative perspectives or respectfully challenge other opinions, and feelings of belonging are areas of focus for improvement;

- 'I feel valued for the unique contribution I can make to the Studio' was this lowest scoring with **53%** of respondents agreeing with the statement (a decrease of 5pp from last year)
- 'I feel able to voice alternative perspectives or respectfully challenge other opinions at the Studio' scored **56%** agreement, with 'I feel like I belong in the Studio' scoring **61%** agreement.

Whilst 'I feel respected in the Studio', 'I am comfortable sharing my background and experiences in the Studio (in as much as I want to)' and 'When I share my opinions at the Studio, they are valued' all scored relatively high scores (**82%**, **73%** and **69%** respectively), we did see a decrease on % of agreement from last year.

Statements with Lowest Agreement

I feel valued for the unique contribution I can make to the Studio

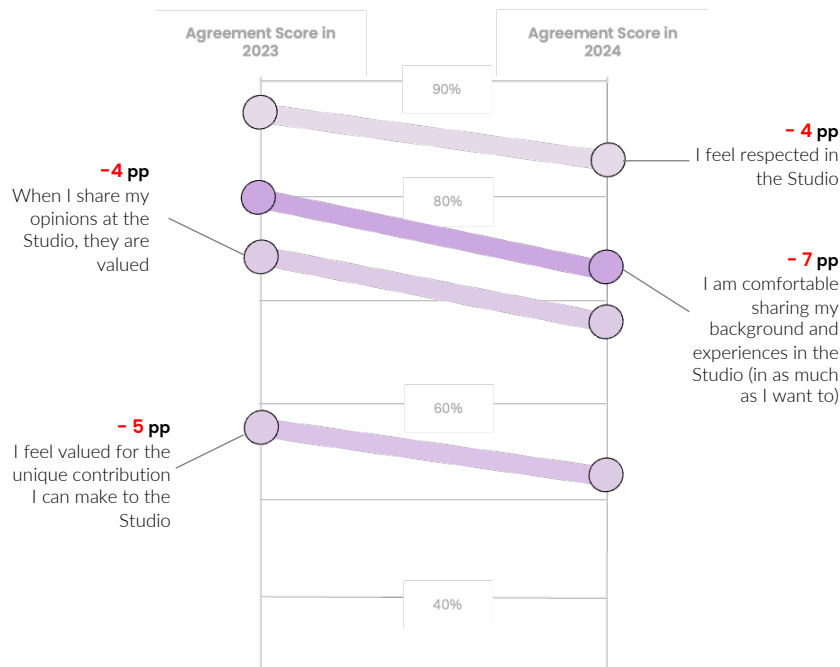
53%

I feel able to voice alternative perspectives or respectfully challenge other opinions at the Studio

56%

I feel like I belong in the Studio

61%





Whilst our aim is always to approach this area in the most inclusive way we can, we also acknowledge that language and meaning is constantly changing.

We are committed to, and rely on, being open to feedback and discussion. This enables us to constantly develop our thinking and ensure our approach, and the language we use is as relevant and inclusive as possible.

We really welcome any feedback you may have upon reading this report;

- Did you find it easy to read?
- What other information you would like to see included?
- Is there anything you think we can improve?

If you would like to use any of this work, we ask that you please keep the attributions we've used, and please feel free to tag Watershed.

We would love to hear from you, so drop us a line via inclusion.data@watershed.co.uk.

Thank you for reading!

What The Data is Based on

- **Percentages:** We have chosen to represent the data as percentages in order to enable a clear comparison between groups, whilst also looking to avoid drawing attention to where there may be one person in a specific category.
- **Percentages based on the survey sample:** In order to make the data as clear as possible, we've chosen this year to base the percentages on the number of residents who completed the survey (see [page 6](#) for further detail)
- **Calculations:** We have rounded all figures to whole numbers in order to make the report as clear and easy to read as possible. This means in some cases the figures may appear to add up to less than, or more than 100%.

Language

- **Importance of Specificity:** In presenting the data our aim has been to acknowledge the importance of specificity and have sought to minimise homogenous groupings (i.e Black, Asian and Minority Ethnic) where possible. However, in some areas we have made the decision to keep a level of grouping to enable comparison to other data sets (i.e Comparison to NPO average page 22).
- **Sexual Orientation Data:** We have chosen to aggregate the data on some pages where data sets are small. We have also used the acronym LGBQA+ with the intention to accurately reflect the data (with transgender (T) data being represented in the gender identity sections).
- **Gender Identity Data:** We have chosen to collect data on gender identity and those who identify as transgender in order to be inclusive of, and fully understand representation of all gender identities within our staff team.
- **Basis for Choice of Language:** For more information on what sources we have referenced in choosing the language used in this report please see **References and Inspiration** on pages 29 - 31

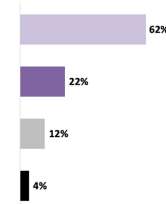
Visualising the Data

In the report you'll see two visualisations for each group - one emphasising the balance, one emphasising representation;

Visualising Balance

We wanted to present the data in a way that allows us to view how balanced we are as an organisation.

We've therefore chosen to present the data as a bar graph - meaning we can easily see the level of balance we have between different identities.



Visualising Representation

This visualisation focuses more on the context of representation within the whole.

Think of this visual like a square pie chart made of dots; one dot = 1 %.



We've researched and referenced best practice from across the arts, culture, academic and government sector to inform our approach to language and the way in which we structure our survey questions.

Whilst our aim is always to approach this area in the most inclusive way we can, we also acknowledge that language, meaning and approaches are constantly changing.

Each year we review our approach, by taking on board any feedback from respondents from the previous year's survey. We review the language we use with an aim to ensure it remains as inclusive as possible.

The following pages outline the questions we ask and what our approach is currently based on.

Ethnicity

What Questions we ask:

- How do you describe your Ethnicity? (free text)
- What is your Ethnicity?
This question structure and phrasing is based on the 2021 census, allows us to compare against data from past surveys, and is required by our funders.
However we're aware not everyone will see their identity reflected in the answer options. So if you find this is the case for you, we welcome you to use the self describe option.

What the approach is based on:

Question a:

- Through our research we understood for some people, that whilst they may tick a certain box in the 'census' style question (e.g question b.), it may not be how they would describe themselves.
- To ensure people felt fully represented in the report, we added *question a.* to give the opportunity to describe their ethnicity in their own words before any pre-defined questions were asked (the answers to *question a.* are listed in [page 14](#)).
- This approach was based on that used by [Rising Arts Agency](#) in their '[Whose Culture Report](#)'.

Question b:

- The answer options were based on those as outlined by the [ONS](#) plus expanded options based on previous feedback
- When we present the data in the report, we aggregate it with the aim to present an overview of the data, whilst retaining a degree of specificity that the 'Black, Asian and Minority Ethnic / BAME' collective terminology does not provide.
- The collective terminology used to represent Ethnicity in our report is based on the findings from the [Inc Arts' #BAMEOver Report](#) and [Global Majority: Decolonising the language and Reframing the Conversation about Race](#)
- Other references include articles from [We All Count](#) – Project for Equity in Data Science

Gender

What Question we ask:

- What is your gender? / Do You Identify as Transgender?

What the approach is based on:

- The answer options were based on those as recommended by [Stonewall](#)
- The language used for the question and answer options has been based on Stonewall's guidance on Capturing Data on Sexual Orientation and Gender Identity '[Do Ask Do Tell](#)'.

Sexual Orientation

What Question we ask:

- What is your sexual orientation?

What the approach is based on:

- The answer options were based on those as recommended by [Stonewall](#)
- The language used for the question and answer options has been based on Stonewall's guidance on Capturing Data on Sexual Orientation and Gender Identity '[Do Ask Do Tell](#)'.
- Where we have provided a headline %, we have chosen to use the acronym LGBTQ+ with the intention to accurately reflect the data (with transgender (T) data being represented in the gender identity sections).

Disability

What Questions we ask:

- a. Do you identify as disabled, Deaf or have a long-term physical or mental health condition?
- b. Do you identify as neurodivergent?
- c. **[Asked if response to a or b is yes]** Have we made any adjustments that have removed barriers to your participation in the studio community?

What the approach is based on:

As part of our development of these questions, we sought advice from [WECIL](#) (an award winning, user led organisation supporting Disabled people to live the life they choose).

Questions a and b;

- These aim to aim to measure representation of residents within our community, and to to meet our funder's requirements regarding data collection of representation

Question c;

- Aims to provide a way for us to gain a broad understanding of if our actions are having an impact on removing barriers for residents.
- Question c replaces a question included in previous versions of the survey that was rooted in the medical model of disability – we acknowledge that this question placed focus on the individual respondent, not on the barriers that may be present in the studio.
- Through WECIL's advice, and our review of this area – we came to understand that the ability to gain any insight into specific barriers will be limited, in order for the survey to remain truly anonymous.
- We therefore developed this new question to shift focus to measuring the studio's performance in removing barriers to participation within the community that may be present for some residents.
- Opportunities for specific feedback and provision of adjustments will continue to be offered through access riders, resident check-ins and the studio team

Socio-Economic Background

What Questions are Asked:

- If you finished school after 1980, were you eligible for Free School Meals at any point during your school years?
- Please tell us about the occupation of your main household earner when you were aged 14
- Did you attend University?
- How would you describe your socio-economic background? [free text]

What the approach is based on:

- The language used for questions a & b have been based on that recommended in [guidance from the Social Mobility Commission](#).
- For question b. We use this data to approximate response data against the [National Statistics Socio-Economic Classification](#) (NS-SEC) scheme - which is then aggregated into the following categories: Working Class / Intermediate / Professional.
- We have added questions c and d to gather further contextualising information on socio-economic background.
- We understand that socio-economic and class background are both personal and complex areas to try to define, so have included question d to both give people the opportunity to self define, and also see if how people describe their own background differs from that classified by the NS-SEC / social mobility commission.

Age

What Question we ask :

- What is your Age?

What the approach is based on:

- The answer options were based on those as recommended by the [Arts Council and Audience Agency](#)
- Age grouping (rather than date of birth) has been collected to provide level of anonymity

Carers

What Question we ask :

- Are you a caregiver?

What the approach is based on:

- The question is based on that as used by the BFI.

Religion / Belief

What Question we ask :

- What is your Religion or Belief?

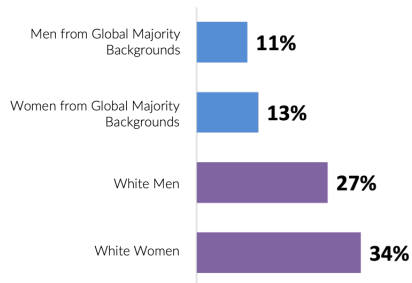
What the approach is based on:

- The answer options were based on those as outlined by the [ONS](#)

APPENDIX 3. Why We Use Intersectionality in our Data

Intersectional Data in this Report

Where you see balance data graphs (pages 12-19) shown as a combination of identities or demographics (like the graph to the right – combining gender and ethnicity), this an intersectional approach to looking at our balance data.



What is Intersectionality?

Intersectionality is a term coined in 1989 by [Professor Kimberlé Crenshaw](#), and is a way of understanding social relations by examining **intersecting forms of discrimination**.

It acknowledged that **social systems are complicated** - and that many forms of oppression - like racism, sexism, agism or able-ism might **be present and active at the same time for a person**.

[Intersectionality](#) is about **understanding and addressing potential roadblocks** to an individual's or group's **wellbeing**.

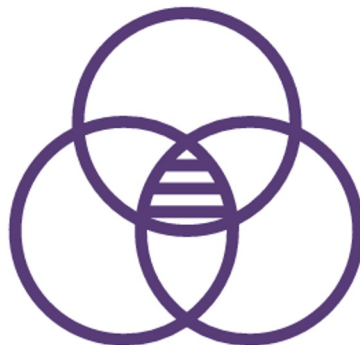
Intersectionality is also a useful way to understand that we all embody intersecting characteristics, and our identities, and our experiences are based on these.

Why Use it in our Approach to Inclusion Data?

*"Using an equity perspective when using data **not only makes it fairer, but also more robust, and usually more accurate.***

*And to ensure equity in your analysis, it's critical that you use data to reflect the fact that a person's experiences are based on **multiple dimensions or identities.***

Heather Krause - [Why We Need Intersectionality in our Demographic Data](#)



Below are a list of sources we have referenced or drawn inspiration from throughout our work in this area:

APPROACH AND THOUGHT LEADERSHIP

[Aubrey Blanche](#)

- [Why Do I Need A Suitable Diversity Data Ontology For DEI Work?](#)

[Culture Amp](#)

- [Diversity and Inclusion survey: Building a more inclusive future](#)
- [The science behind the Inclusion survey](#)
- [7 Charts that define the employee experience in 2023](#)

Heather Krause – [We All Count; Project for Equity in Data Science](#)

- [Keeping Data Inclusivity Without Diluting your Results](#)
- [Why We Need Intersectionality in our Demographic Data](#)

[Prof. Pragya Agarwal](#)

- [Sway: Unravelling Unconscious Bias](#)

[Professor Kimberlé Crenshaw](#)

- [Intersectionality](#)

[Cole Nussbaumer Knaflic](#)

- [Storytelling with Data](#)

[Kevin Guyan](#)

- [Queer Data: Using Gender, Sex and Sexuality Data for Action](#)

DISABILITY

- [Shape Arts – Social Model of Disability](#)
- [Scope](#)
- [Unlimited](#)
- [Arts Council England – Making a Shift](#)

ETHNICITY

- [#BAMEOver](#)

[Rosemary Campbell-Stephens](#)

- [Global Majority; Decolonising the language and Reframing the Conversation about Race](#)

GENDER AND SEXUALITY

- [Stonewall: Do Ask, Do Tell. Capturing data on Sexual orientation and Gender Identity Globally](#)
- Human Rights Commission Research Report: [Monitoring equality: Developing a gender identity question](#) (2011)

SOCIO-ECONOMIC BACKGROUND

- **Office National Statistics:** [The National Statistics Socio-Economic classification](#)
- Social Mobility Commission: [Creative Industries Toolkit](#)
- [Panic! Social class, taste and inequalities in the creative sector](#)