

# **ENGLISH FOLK EXPO**

## **EQUALITY, DIVERSITY AND INCLUSIVITY REPORTING**

### **2021**



As part of our commitment to equality in all forms, English Folk Expo will document our progress against our broader Equality, Diversity and Inclusivity [Policy Statement](#) and Action Plan.

This report is a breakdown of our collected data for 2021 alongside narrative lines and future plans to ensure we are representative of our communities at every level of the organisation.

#### **SUMMARY**

This is our first full year of being able to create a report such as this and we hope that this will give us a clear benchmark for leadership in the sector as we strive for the folk, roots and acoustic music industry to be fully representative of the wider population.

Whilst we are sector exemplars in terms of gender equality and diversity of sexual orientation, there is more work to be done in our representation of disability and ethnicity..

In this report, we capture data from individual musicians within bands. This means that the %age figures shown sometimes do not total 100% of original datasets. For example, if we have 50 bands providing data, one of those bands might provide data on each band member contributing to the overall dataset adding up to more than 100%.

We encourage everyone we work with to provide us with this data, but not all do. To this end, the contents of this report can only reflect the datasets from those who complete our forms.

#### **BENCHMARKING**

As a guide in 2021, approximate demographic headlines in England include:

- 15% black, Asian and other minority ethnic groups
- 50% female
- 6.9% non-binary
- 20% neurodivergent or disabled
- 5% LGBTQI+

English Folk Expo seeks to support and represent the folk, roots and acoustic music sector in England. Therefore these headlines will be our minimum expectations of achievement and where we do not reach these figures, will put plans in place to reach true representation within named timeframes.

To collect this data, we used anonymous online surveys and forms which were sent to everyone we worked with and who applied to our programmes in 2021. We have 94 responses from those we worked with and 131 responses from those who applied for our programmes in 2021.

## GENDER IDENTITY

Answer	Worked with EFEx	Applied to EFEx Programmes
Female (including trans women)	47.25%	55.72%
Male (including trans men)	46.15%	70.99%
Non-Binary (for example, androgynous)	4.4%	2.2%
Prefer not to say	2.2%	3.3%

In 2021, the core team of EFEx was:

52% FTE Male

48% FTE Female

0% FTE Non-Binary

In 2021, the Trustee makeup of EFEx was:

50% Female

50% Male

0% Non-Binary

55% of our Manchester Folk Festival artist budget was paid to female artists and bands meeting the Keychange pledge criteria.

52% of our other programmes' artist budget was paid to female artists, speakers, mentors and other freelancers.

Whilst English Folk Expo is pleased to be a strong champion of representing women in music, there is more work to be done in representing non-binary people across our programmes and organisations.

## DISABILITY STATUS

Answer	Worked with EFEx	Applied to EFEx Programmes
Disabled	6.59%	6.11%
Non-Disabled	86.81%	73.28%
Prefer not to say	6.59%	12.98%
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Neuro-divergent	13.19%	10.34%
Not neuro-divergent	82.42%	82.76%
Prefer not to say	4.4%	6.89%

In 2021 no core EFEx team members or Trustees identified as either disabled or neurodivergent.

In 2022 we will actively pursue a recruitment drive to ensure that at least one person identifying as disabled or neurodiverse is part of the leadership of English Folk Expo.

We supported the creation of a Folk Talk Together network called 'Access All Areas', a support group for anyone who works or volunteers in the UK folk music sector who identifies as: disabled and/or neurodivergent or who has long term physical and/or mental health conditions. This group created Access Riders which are now prevalent amongst our online resources.

We will create strategies and pathways including continuing to work with our partners at Drake Music, Attitude Is Everything and Unlimited to ensure that open call opportunities are well publicised to musicians who identify as disabled.

Furthermore, we will review our application processes to ensure that once people are interested in our programmes, they feel able to apply to and work with us.

## ETHNICITY

Answer	Worked with EFEx	Applied to EFEx Programmes
Asian / Asian British	0%	3.82%
Black / African / Caribbean / Black British	8.2%	4.58%
Mixed / Multiple ethnic groups	3.3%	3.05%
Other ethnic groups	0%	3.05%
White	86.3%	93.89%
Prefer not to say	2.2%	4.58%

In most cases we broke down questions about ethnicity into 20 different options in line with Arts Council England reporting.

In 2021, all core EFEx team members identified as white.

Working with Black Lives in Music we diversified our temporary events team at Manchester Folk Festival and EFEx Showcase in October so that 20% of this team were from diverse backgrounds.

In 2021, the Trustee makeup of EFEx was:

90% White

10% Black British

We will continue to work in partnership with Black Lives in Music to actively diversify every part of our work including leadership team. In addition in 2022 we will work with the Alliance of Kashmiri Arts to enable stronger representation from South Asian communities across our work. This is especially important given our base in Rochdale and the vibrancy of the Kashmiri communities in our immediate locality.

## SEXUAL ORIENTATION

Answer	Worked with EFEx	Applied to EFEx Programmes
Bisexual	4.26%	12.98%
Gay Man	1.06%	2.29%
Gay Woman (or lesbian)	3.19%	4.58%
Heterosexual (or straight)	72.34%	63.36%
Queer (or none of the above)	9.57%	0.76%
Prefer not to say	9.57%	19.08%

Please note that we capture data from individual musicians within bands, reflecting the %age figures not totalling 100%.

In 2021 all core EFEx team members or Trustees identified heterosexual.

In 2022 we will actively pursue a recruitment drive to ensure that at least one person identifying as any other sexual orientation than heterosexual as part of the leadership of English Folk Expo.

In terms of our programme, we know that the folk, roots and acoustic music sector is one of the most open and inclusive in terms of this diverse characteristic and this is reflected in the figures above when compared to ONS data.

## SOCIO ECONOMIC BACKGROUND

In recent years, Arts Council England has begun to seek the following information. We don't yet know how to interpret this, but it is listed below for those who worked with EFEx in 2021

ANSWER CHOICES	RESPONSES
▼ Modern Professional Occupations E.g. Teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, actor, artist, musician, police officer (sergeant or above), software designer	39.36% 37
▼ Clerical and Intermediate Occupations E.g. secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	9.57% 9
▼ Senior Managers and Administrators E.g. Usually responsible for planning, organising and co-ordinating work for finance such as finance manager, chief executive etc	4.26% 4
▼ Technical and Craft Occupations E.g. motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	12.77% 12
▼ Semi-Routine Manual and Service Occupations E.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	2.13% 2
▼ Routine Manual and Service Occupations E.g. HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff	2.13% 2
▼ Middle or Junior Managers E.g. office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	1.06% 1
▼ Traditional Professional Occupations E.g. solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer	13.83% 13
▼ Short Term Unemployed E.g. Claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less	0.00% 0
▼ Long Term Unemployed E.g. Claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year	1.06% 1
▼ Retired	0.00% 0
▼ Don't know	3.19% 3
▼ Prefer not to say	5.32% 5
▼ Other (please specify)	Responses 5.32% 5

TB May 2022