

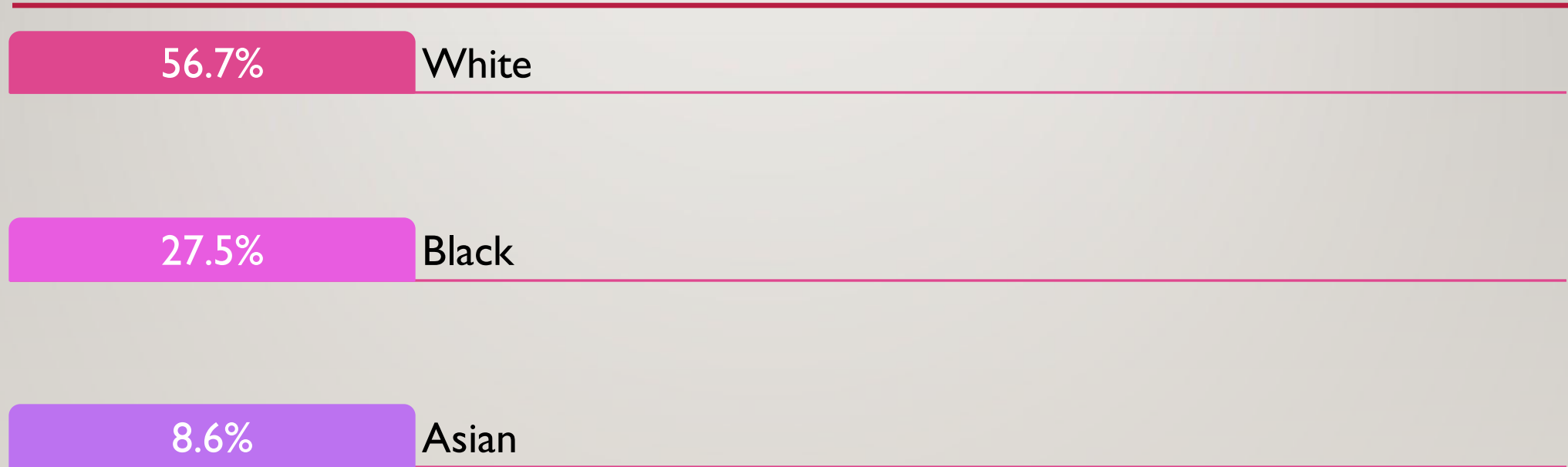
TOWER THEATRE

MEMBERSHIP, PRODUCTIONS & MANAGEMENT STATISTICS

Report prepared by Landé Belo May 2022

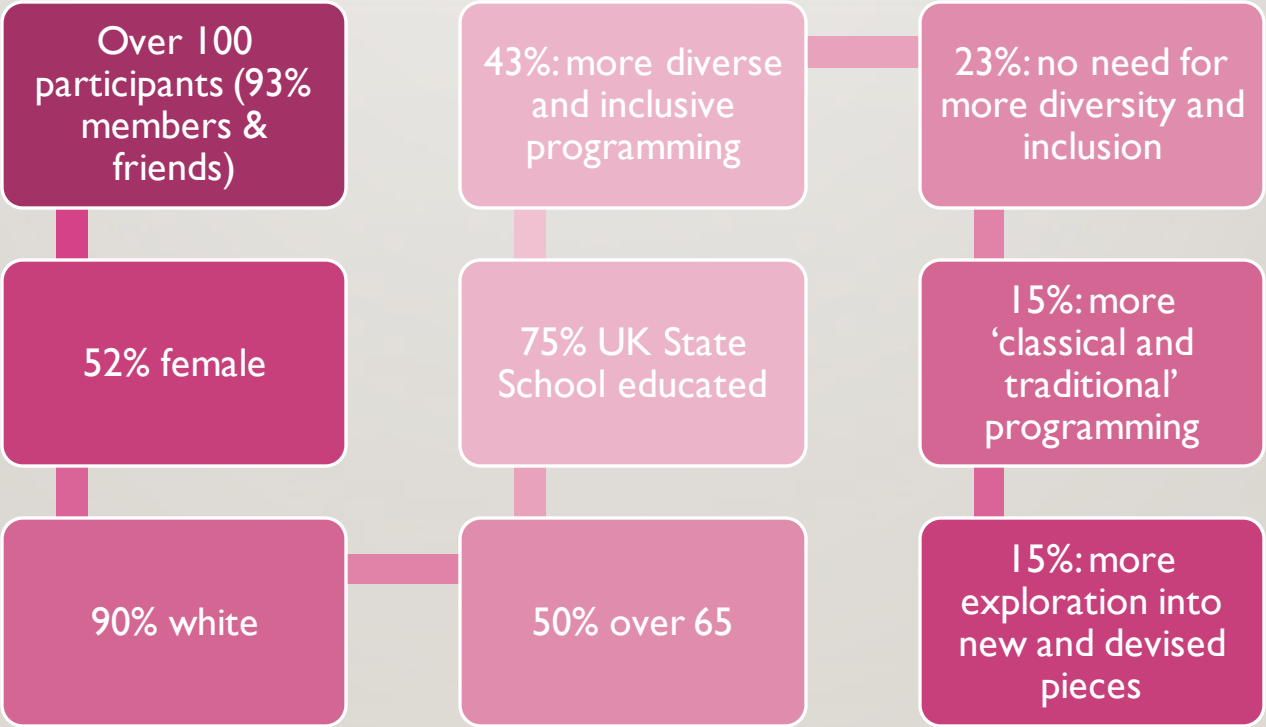


HACKNEY POPULATION (2011 CENSUS)*



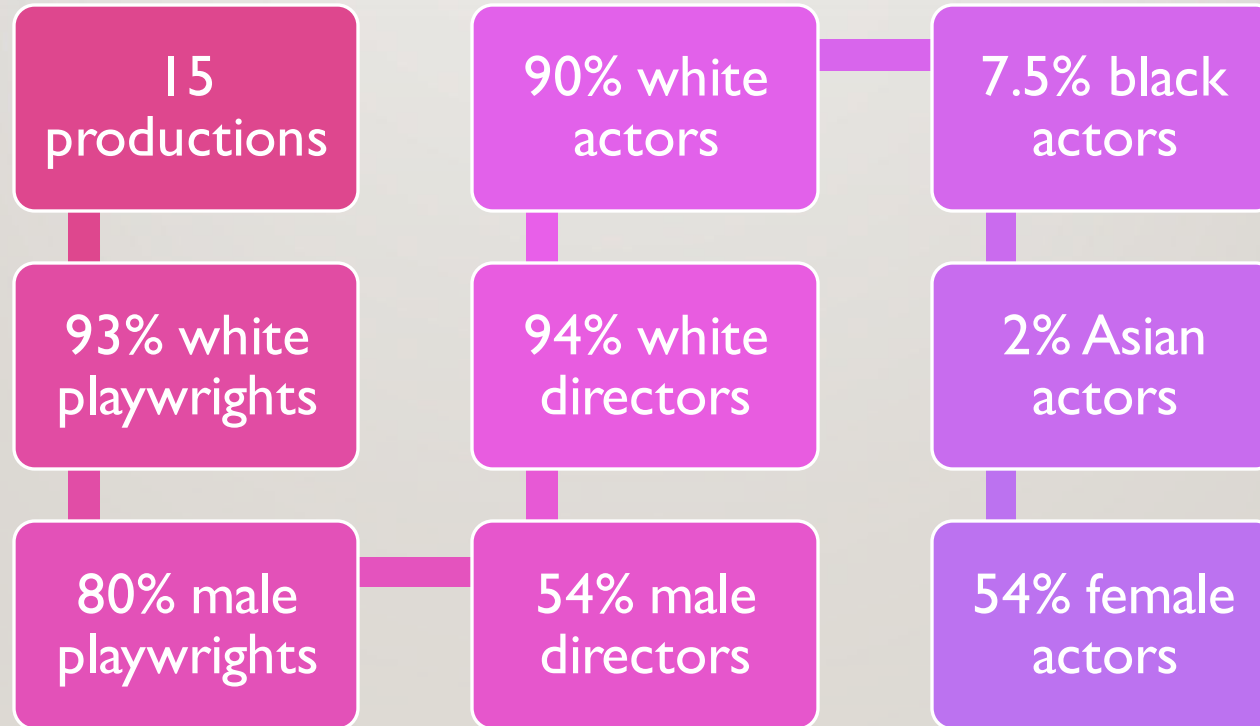
*subject to change pending publishing of 2021 census

TOWER THEATRE SURVEY 2020: OVERVIEW



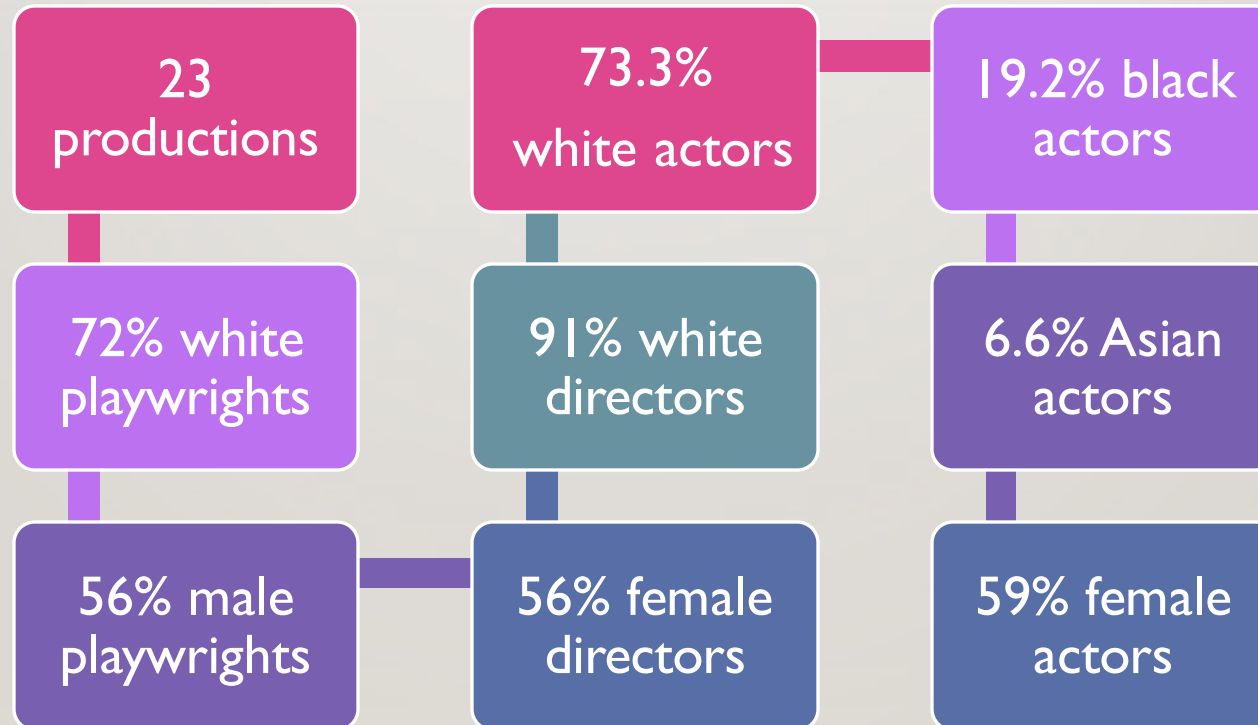
PRODUCTIONS

YEAR 1: 2018 - 2019



PRODUCTIONS

YEAR 4: 2021 – 2022



MANAGEMENT AND OFFICERS OF THE COMPANY 2022

19 Members

89% white

53% male

Trustees: 11

91% white

55% male

MC: 8

87.5% white

50% male

CONCLUSION

We are still seeing an over-representation of white and male members at Tower Theatre in terms of acting roles and decision making roles; however the gender imbalance has improved significantly in terms of writers and directors. Similar pro-active measures need to be applied to address the continuing ethnic imbalance.

MEMBERSHIP

90% of our membership is white, though 56.7% of the local community is white
Our current method of recruiting new members has not significantly improved the ethnic imbalance

PROGRAMMING

Year 1 – over 90% of our playwrights, actors and directors were white. This fell to over 83% in Year 2
Year 4 – over 72% of our playwrights, actors and directors were white and whilst we've had incremental improvement, we are still some way off improving the ethnic imbalance. Female representation has increased from 20% to 44% (playwrights) and 48% to 56.5% (directors) from Year 1 to Year 4

MANAGEMENT

Our key decision making roles have gone from 100% white (Years 1 and 2) to 89% white in 2022.
Though women make up 52% of our membership, only 48% of women are in key decision making roles

RECOMMENDATIONS

- **Artistic Team:** commitment to ensuring that at least 4 out of 15 (1-2 per season) of our main house productions are plays written by black playwrights and at least 1 of 15 written by an Asian playwright.
- **Marketing Team:** actively target different ethnic groups to ensure that 5 out of 20 of new acting members we recruit are black and 2 out of 20 are Asian.
- **Management:** actively seek out and encourage members from under-represented groups to stand for election to ensure that 5 out of 19 key office holders are black and 1-2 out of 19 are Asian.