

Black History Month: Reviewing the Data

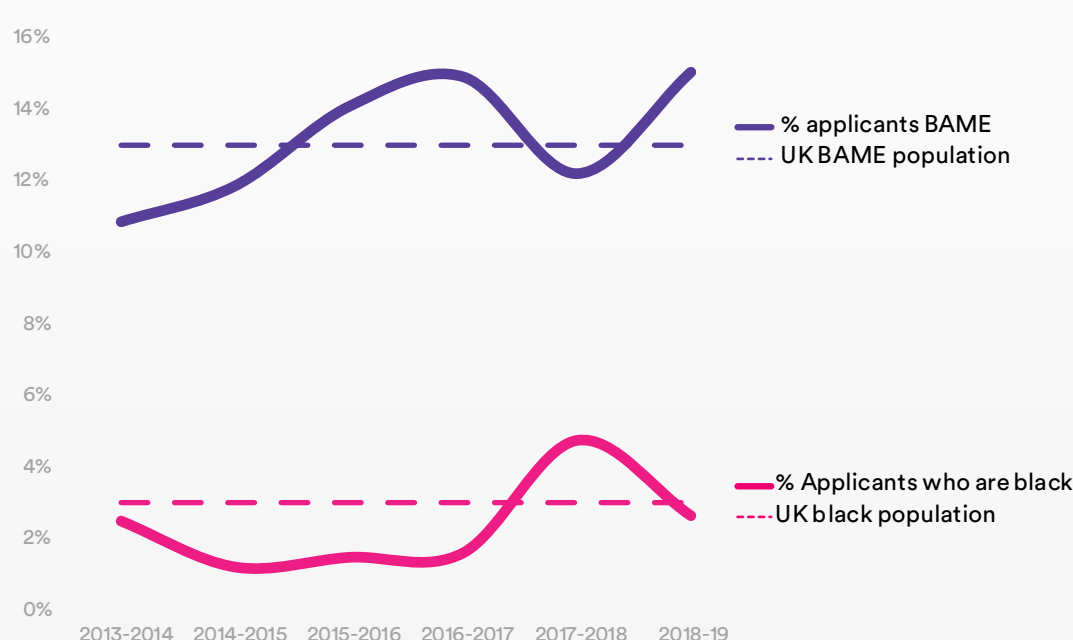
It has been one year since Sound and Music first published data around the ethnicity of those applying to our programmes.

During the period since this publication we have made some initial changes to the application processes to our Artist Development Programme – to the criteria we use, and the questions we ask. We hoped this would lead to greater diversity in who applies to and is selected for our programmes, in terms of black, BAME composers and more widely. However, the data we see below shows us that these changes are not enough.

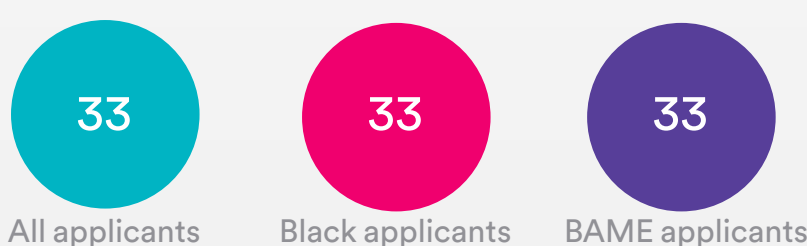
If we are to make progress in making our opportunities more inclusive we need to think, and act, far more radically. Over the next few months we will be shaping a new strategy to address this need, in consultation with a broad range of external advisors.

This work continues to be a part of our long-term commitments as outlined in our Equality, Diversity and Inclusion Policy.

In 2018 we reported that black applicants had previously been underrepresented but there were signs of change. This year the proportion of black applicants once again shows signs of underrepresentation.



Black and BAME applicants are still on average the same age as applicants of other ethnicities

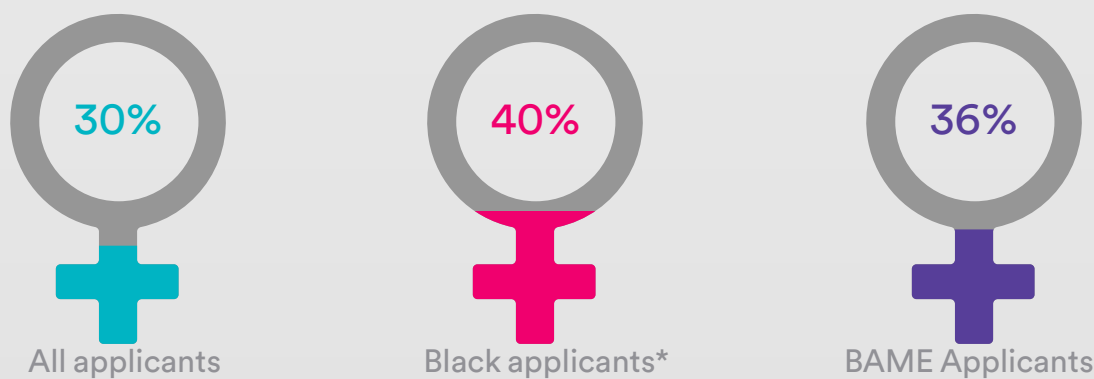


Black and BAME applicants are still more likely to be based in London



*However, note that the figure for black applicants is broadly in line with the UK's black population, roughly 61% of whom live in the capital. By contrast London based applicants overall were significantly overrepresented compared to the 13% of the UK population who live in the capital.

Black applicants are still more likely to define as female, BAME applicants slightly less so



The proportion of black applicants who attended state school has dropped from 85% to 80%. However black applicants are still more likely to have attended state school. BAME applicants are less likely on average to have attended state school.

