



Who we are.

This data covers those who worked with Company Three as a permanent member of staff, regular freelance employee, trustee, production staff, or in another freelance capacity from September 2022 – April 2023 (our academic and financial year).

The data was collected through an anonymous online survey. We believe in the principle of self-identification, which means everyone was invited to express their identity in each category in a way that felt most comfortable to them. The option of 'prefer not to say' was available throughout, as well as an open comments section for feedback at the end of the survey. This year we had a total of 30 responses to our survey.

We collect and publish this data to establish where gaps in representation exist (including in terms of intersectionality) and to take action in addressing those gaps. These are included in our Social GRACES action plan, a rolling plan that all C3 people feed into via regular meetings, workshops, training, conversations and speaking up.

We are always reviewing the way we collect our data and who we ask to make it more comprehensive the next time we do the survey in 2023-24.

If you have any questions or comments about this summary, or about our approach to Social GRACES, equality, representation and equity, we welcome feedback and will engage positively and openly with anything you have to say.

Please contact us on hello@companythree.co.uk, or if for any reason it is more appropriate for you to contact our Chair of Trustees directly please email chair@companythree.co.uk.

Race and Ethnicity

Core Staff Team (including Executives) (7 people)

White (1 person), White British (2 people), Mixed Black Caribbean/White (1 person), Latin American (1 person), British Asian (1 person), Black British (1)

Executive Team (4 People)

White (1 person), White British (2 people), Black British (1)

Regular Freelancers (10 people)

White Eastern European/British (1), British South Asian (1), Black British (1), Mixed heritage white & asian (1), Black African (1), Black British Caribbean (2), Mixed Irish and Jamaican (1), Mixed - Sri Lankan and white (1), Black Caribbean/African (1)

Trustees (5 people)

Arabic(1), Black (1), White (1), Black British (1), Arab (1)

Production Staff / Other Freelance (10)

British / Taiwanese (1), White British (1), White (1), Mixed Race - Half Pakistani Half Malay (1), Mixed Heritage - White Hispanic (1), Black (1), British Filipino (1), Greek Cypriot (1) Mixed Heritage - White and Middle Eastern (1) Black British (1)

Gender Identity

Core Staff Team (including Executives) (7 people)

Male (2), female (4), Female/non-binary (1)

Executive Team (4 People)

Male (1), female (3)

Regular Freelancers (10 people)

Female (3) Non-binary & male (1), Demi male (1), Male (5)

Trustees (5 people)

Female (3), Male (2)

Production Staff / Other Freelance (10)

Male (5), Gender queer (1), Gender Non-Conforming (1), Female (3)

Disability

Core Staff Team (including Executives) (7 people)

0 members of the staff team considered themselves to have a disability.

Executive Team (4 People)

0 members of the executive team considered themselves to have a disability.

Regular Freelancers (10 people)

2 members of the regular freelance team considered themselves to have a disability.

Trustees (5 people)

0 trustees considered themselves to have a disability.

Production Staff / Other Freelance (10 people)

3 members of the Production Staff / Other Freelance considered themselves to have a disability.

Sexuality

Core Staff Team (including Executives) (7 people)

Heterosexual (6), Queer (1)

Executive Team (4 People)

Heterosexual (3), Queer (1)

Regular Freelancers (10 people)

Prefer not to say (1), Bisexual (1), Heterosexual (5), Straight (1), Queer (2)

Trustees (5 people)

Heterosexual (5)

Production Staff / Other Freelance (10 people)

Gay (1), Queer (2), Bisexual (2), Straight (1), Pansexual (1), Heterosexual (3)

Age

Core Staff Team (including Executives) (7 people)

35 - 49 (2), 18 - 34 (5)

Executive Team (4 People)

18-34 (2), 35-49 (2)

Regular Freelancers (10 people)

18-34 (10)

Trustees (5 people)

35-49 (4), 50-64 (1)

Production Staff / Other Freelance (10 people)

18 - 34 (8), 35 - 49 (1), 50 - 64 (1)

Class: education

Core Staff Team (including Executives) (7 people)

A state-run or state-funded school - Non-selective (5), A state-run or state-funded school - Selective on academic, faith or other ground (1), Independent or fee-paying school (1)

Executive Team (4 People)

A state-run or state-funded school - Non-selective (4)

Regular Freelancers (10 people)

A state-run or state-funded school - Selective on academic, faith or other ground (6), A state-run or state-funded school - Non-selective (3), Independent or fee-paying school (1)

Trustees (5 people)

Independent or fee-paying school (2), A state-run or state-funded school - Selective on academic, faith or other ground (1), A state-run or state-funded school - Non-selective (1), Attended school outside the UK (1)

Production Staff / Other Freelance (10 people)

A state-run or state-funded school - Non-selective (3), A state-run or state-funded school - Non-selective (1), A state-run or state-funded school - Selective on academic, faith or other ground (3), Attended school outside the UK (3)

Class: parental occupation (when aged 14)

Core Staff Team (including Executives) (7 people)

Modern professional (4), Senior managers or administrators (1), Traditional professional occupations (1), Routine manual and service occupations (1)

Executive Team (4 People)

Modern professional (1), Senior managers or administrators (1), Modern professional (2)

Regular Freelancers (10 people)

Modern professional (3), Senior managers or administrators (1), I don't know (1), Technical and craft occupations (1), Routine manual and service occupations (2), Long-term unemployed (1), Semi-routine manual and service occupations (1)

Trustees (5 people)

Modern professional (3), Technical and craft occupations (1), Middle or junior managers (1)

Production Staff / Other Freelance (10 people)

Traditional professional (1), Clerical and intermediate occupations (1), Senior managers or administrators (1), Modern professional (2), Prefer not to say (2), Semi-routine manual and service occupations (1), Long-term unemployed (1)