

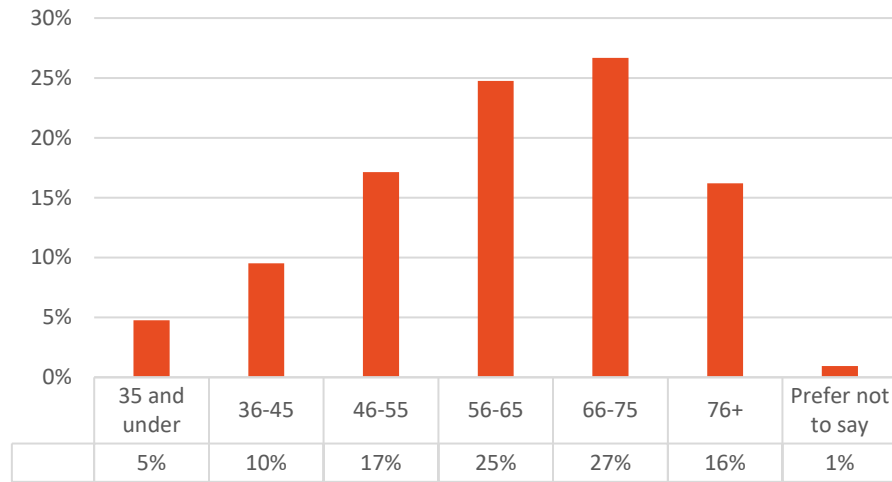
# Sheffield Philharmonic Chorus

## Equality Diversity and Inclusion monitoring survey results 2024

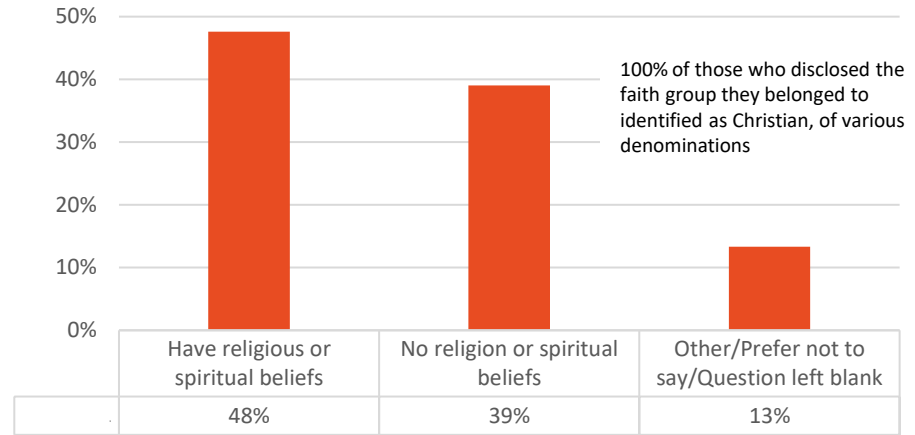
- Data collected anonymously online: 105 responses from a membership of 165 (64%) looks reasonably representative
- Results confirm we're far from diverse, especially when compared to the population of our city, except on the measure of sexuality
- Socio-economic background is the area in which we are least representative of our region
- The survey provides a baseline for future annual monitoring - using the same methodology - of the success of the efforts of the chorus to improve our diversity
- The planned member survey should include members' views on what more we can do to address our lack of diversity

# Results: Age, socio-economic background, religion, disability

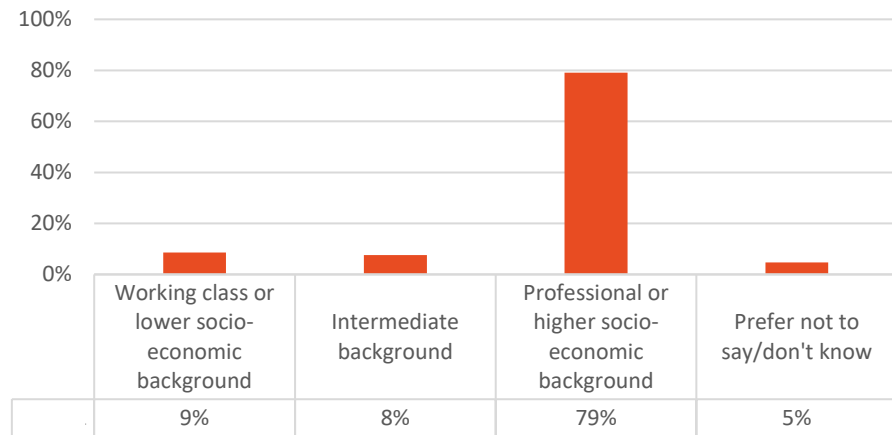
Only 5% of survey respondents are under 35



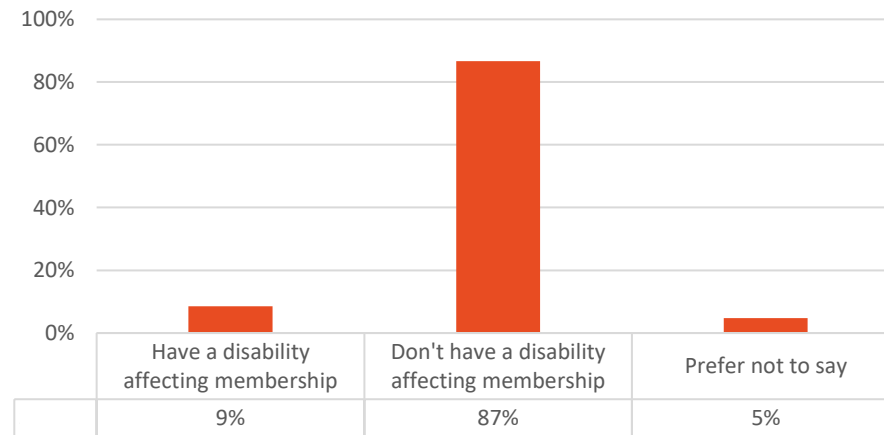
More respondents hold religious or spiritual beliefs than don't



Respondents come overwhelmingly from higher socio-economic backgrounds



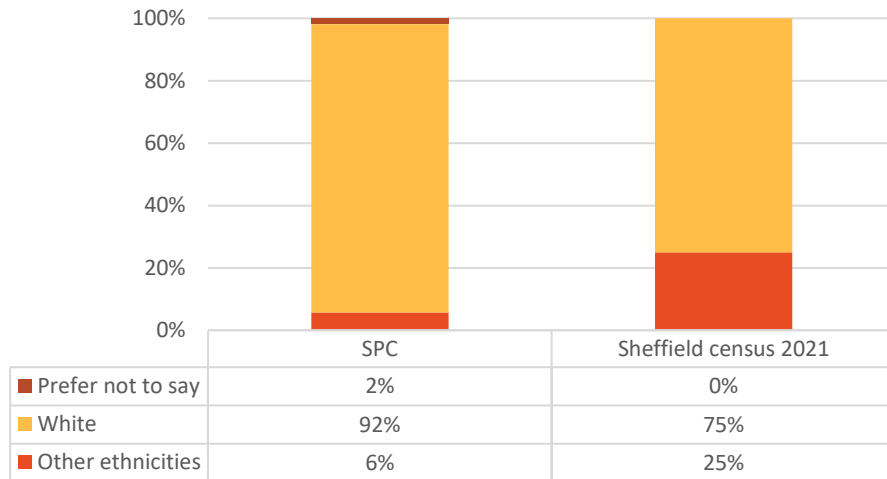
Nearly 10% report a disability affecting their membership of the choir



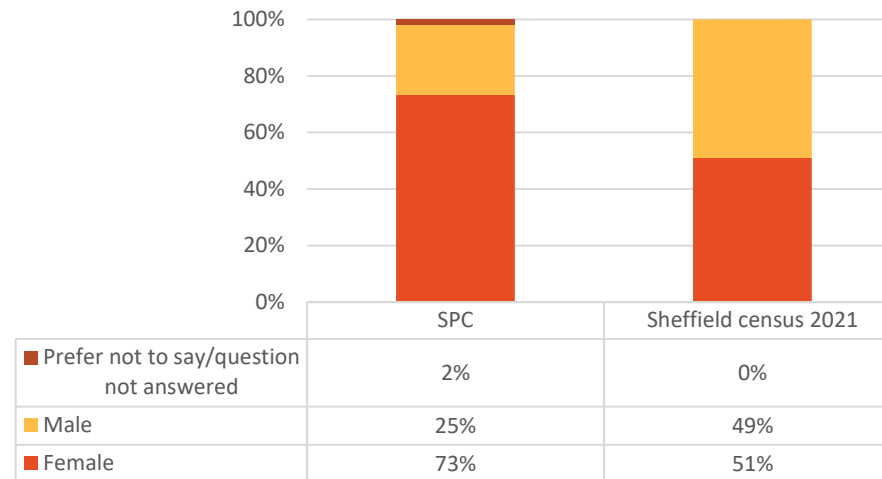
NB: We have chosen not to report the survey responses on trans identity as the sample size is too small to avoid the identification of individuals

# Compared to the population of Sheffield...

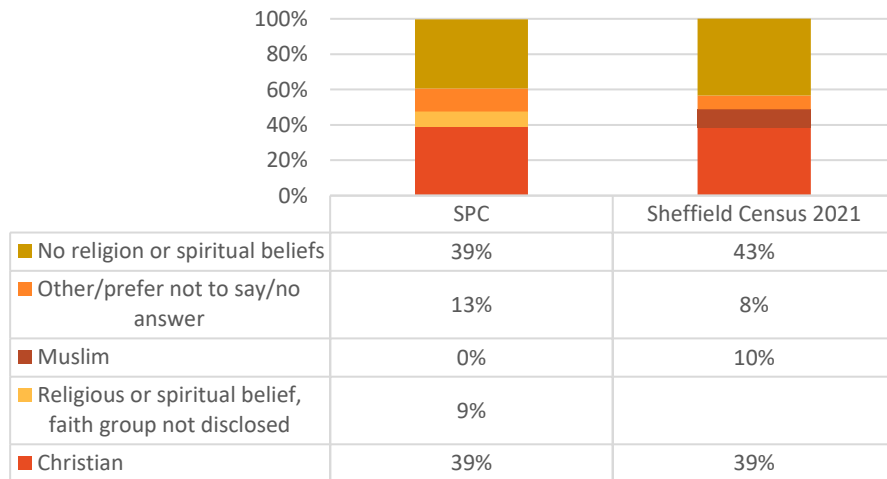
## We're overwhelmingly white



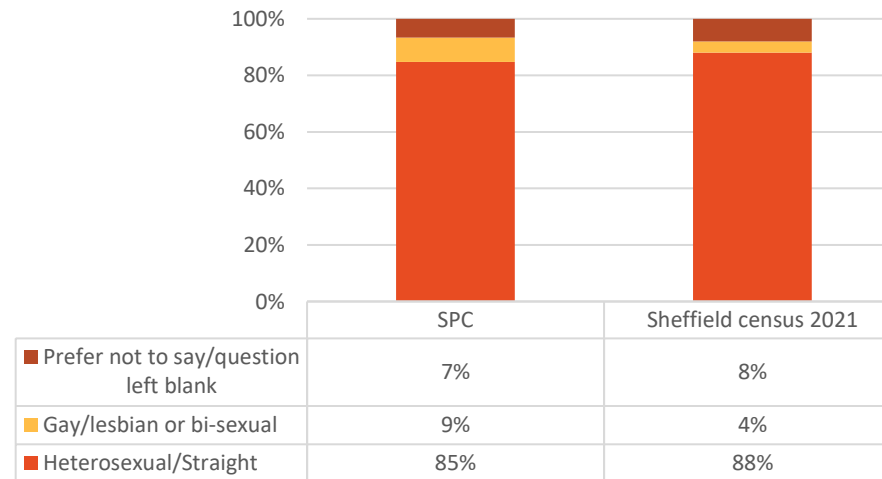
## We're low on men



## We lack Muslim members

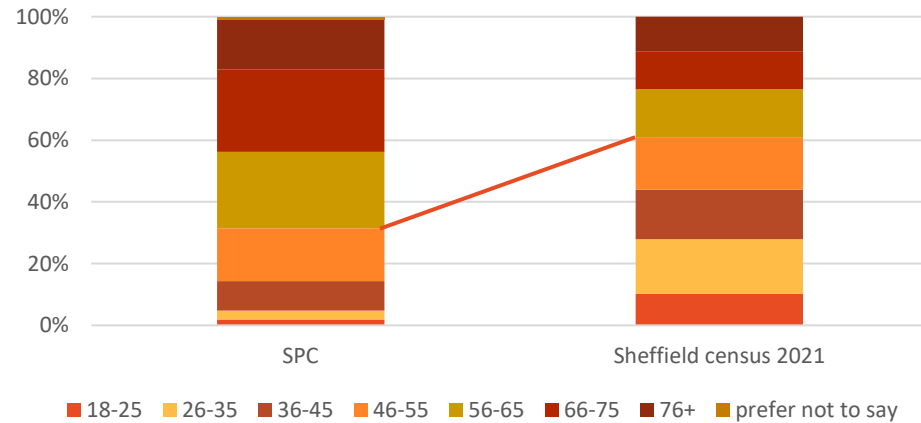


## We're slightly more diverse in terms of sexuality



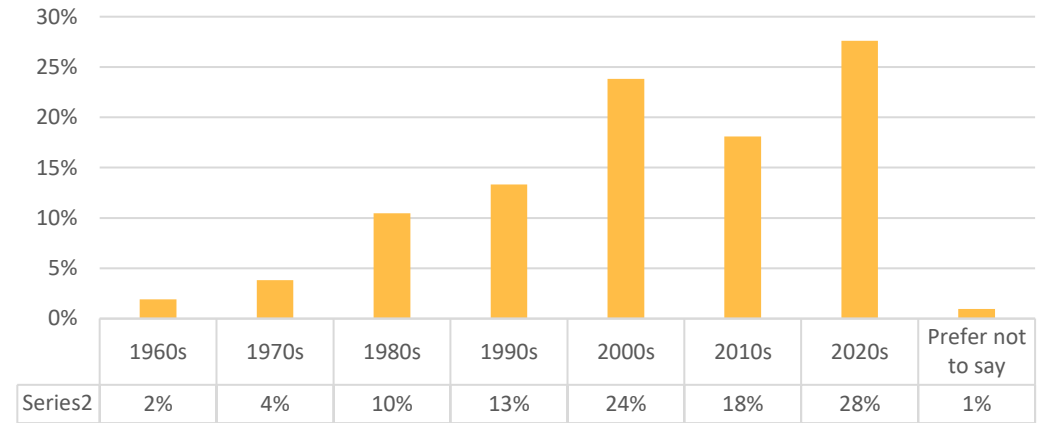
## Age

30% of SPC are under 55, compared to 60% of the adult population of Sheffield



## Decade of joining

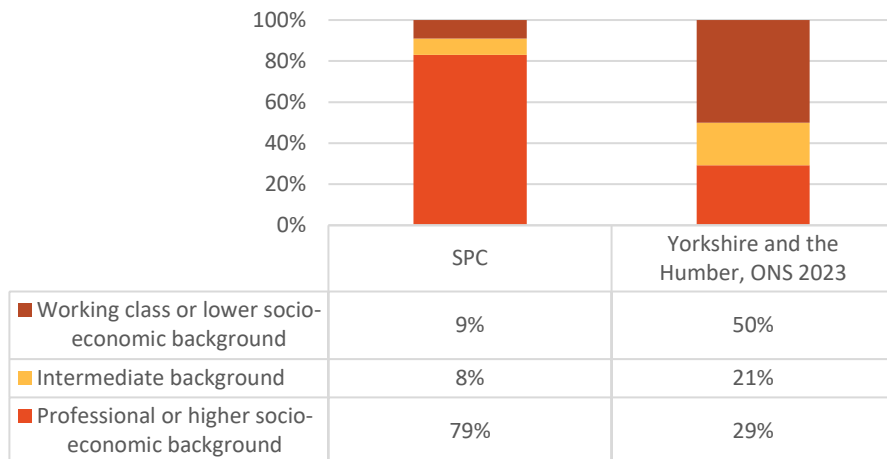
Although many people stay in the chorus for many decades, the largest group\* has joined since 2020



\*the largest group of responders: it is possible that new members have been disproportionately responsive to this survey

## Socio-economic background

Socio-economic background is the area in which we are least representative of our region



It was hoped that collecting data on the decade in which members joined the choir might have provided a steer on whether diversity in social economic background has declined (along with the decline in provision for classical music education in state schools.)

However, the sample sizes involved are too small to allow conclusions to be drawn.

# Comments

Almost all comments on the survey were supportive:

*“I welcome this initiative and think that the chorus is right to update itself and hopefully appeal to a broader range of the population”*

*“It would be good to have a more diverse mix”*

*“It’s a privilege to be a member of this choir! 🎵🙏🌈”*

*“I do think that SPC provides in general a very inclusive atmosphere. This is in large part down to those volunteers who make all our arrangements and communicate so effectively with us”*

*“Really pleased SPC is doing this as it demonstrates to me that the committee continues to take this seriously and is genuinely committed to widening participation. Thank you :-)”*

However, one respondent asked:

*“How is any of this relevant to choral singing?”*

We need to make it clear that the main point is that none of these characteristics should be in the least relevant to choral singing. The fact that some groups are clearly under-represented means there may be barriers we can identify and address through a better understanding of what lies behind our chorus profile

## Next steps

- Send EDI survey report to members
- Inform members of existing arrangements which aim to include diversity and increased participation in chorus management and concert planning
- Make it clearer to members that problems with mobility and standing for long periods etc do not have to be barriers to involvement in concerts
- Re-run the EDI survey annually with improvements as suggested in members' responses\*
- Aim to improve EDI survey response rate next time
- Conduct a general member survey on all aspects of choir membership: including repertoire and ideas for improving diversity and participation

\*Eg: dividing the disability question in 2 (*Do you have a disability? Do you have a disability which affects your membership of the choir?*); clarification of the EDI Policy wording; wording of sexuality question.

## Appendix: Members' thoughts on improving participation

*"Because so much of choral music is based on European Christian traditions, I fear we may inadvertently not create the most inclusive environment for those from other religious/spiritual/atheist/cultural perspectives."*

*"Whilst I'd love us to continue to sing church music, I'd also love us to seek out a wider range of repertoire from other cultures and religions."*

*"If we are considering a wider participation which I fully support, we ought to ask our audiences, and also those that don't come to our concerts for their views."*

*"Wouldn't it be lovely to do some concerts/workshops in schools? In my son's primary school choir, he is one of very few boys. Widening participation at that level could pay dividends in 20 years time. Could we somehow team up with Sheffield Music Hub and target schools with existing choirs and/or more disadvantaged schools? The event the Music Hub ran with Stormzy for the MOBO awards in Sheffield last year gave all 90 kids in Y3 at Ecclesall Primary a great opportunity to sing on telly, and the juniors choir got to perform in the Winter Gardens. Massive buzz for them and exactly the kind of opportunity I'd love to see us supporting."*