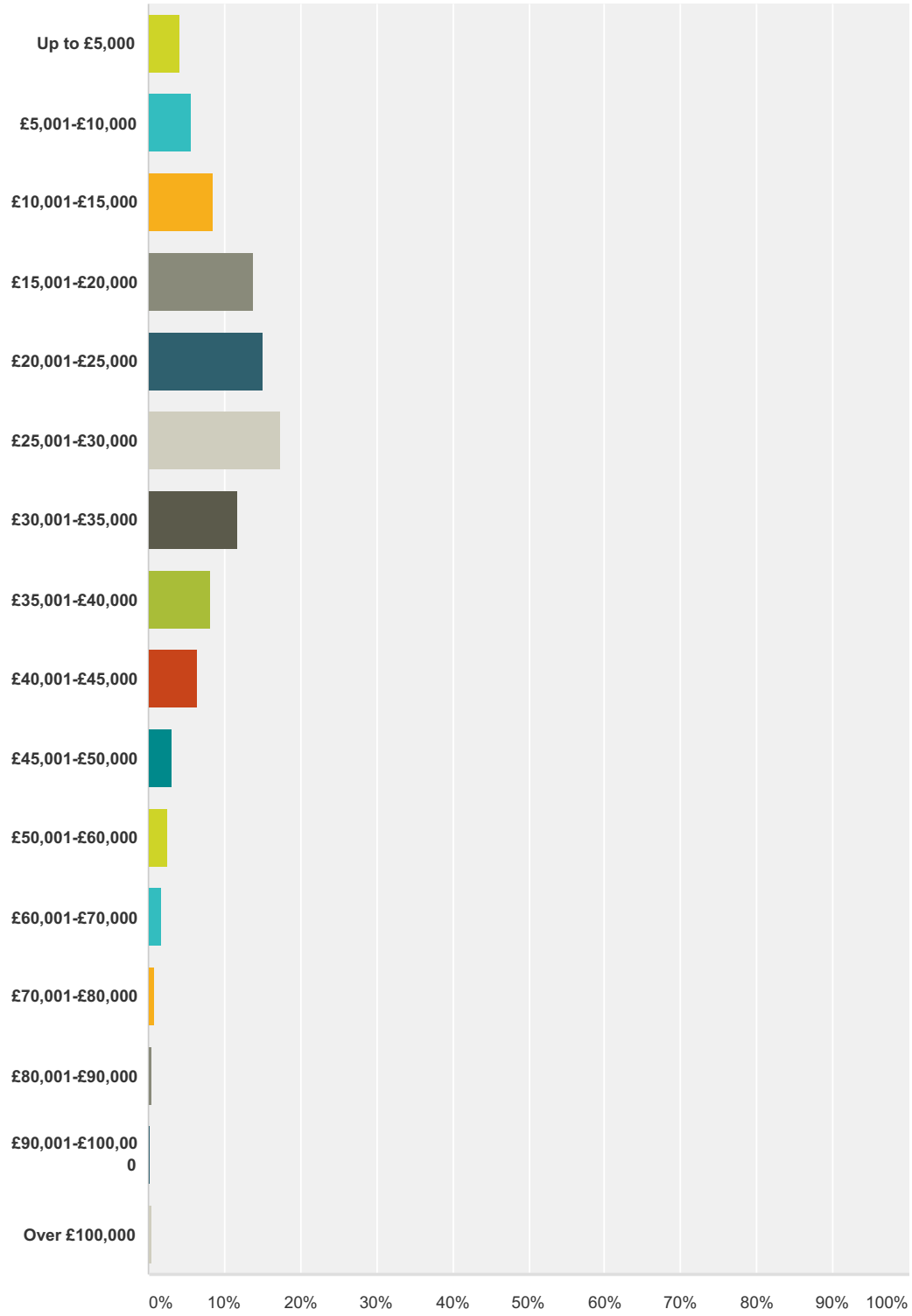


Q1 So, please now indicate or estimate your TOTAL EARNINGS (before tax and National Insurance) for 2014/15. These earnings may have come from salary, dividends, royalties, commission, bonuses and should INCLUDE any income from employment outside the arts or freelance work but should EXCLUDE any state benefits, pensions, maintenance payments, or other non-earned income.

Answered: 2,176 Skipped: 7

AP Salary Survey 2015



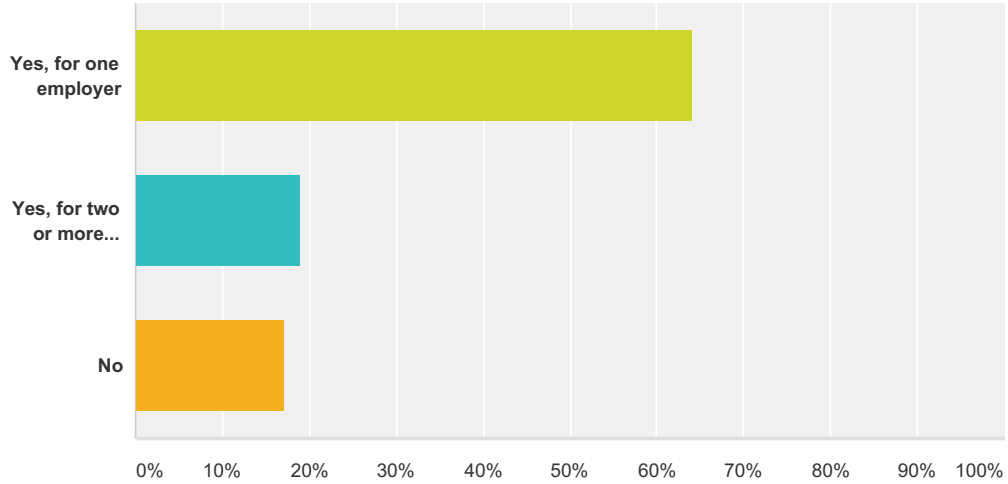
Answer Choices	Responses
Up to £5,000	4.14% 90
£5,001-£10,000	5.61% 122
£10,001-£15,000	8.55% 186
£15,001-£20,000	13.88% 302

AP Salary Survey 2015

£20,001-£25,000	15.12%	329
£25,001-£30,000	17.23%	375
£30,001-£35,000	11.72%	255
£35,001-£40,000	8.23%	179
£40,001-£45,000	6.53%	142
£45,001-£50,000	3.08%	67
£50,001-£60,000	2.44%	53
£60,001-£70,000	1.65%	36
£70,001-£80,000	0.87%	19
£80,001-£90,000	0.41%	9
£90,001-£100,000	0.23%	5
Over £100,000	0.32%	7
Total		2,176

Q2 Was any part of your annual income earned by working as an employee for one or more organisations (including your own business, if you run your own company)? Please say 'no' if your only annual income was from work as a freelance / sole-trader, or from other sources, such as royalties.

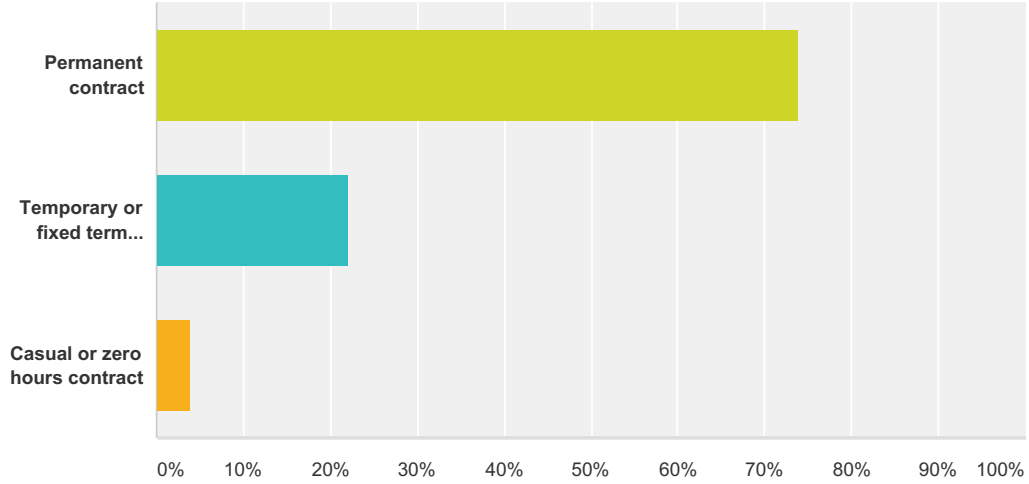
Answered: 2,139 Skipped: 44



Answer Choices	Responses
Yes, for one employer	64.00% 1,369
Yes, for two or more employers	18.93% 405
No	17.06% 365
Total	2,139

Q3 Which of the following best describes the basis on which you were employed by this organisation?

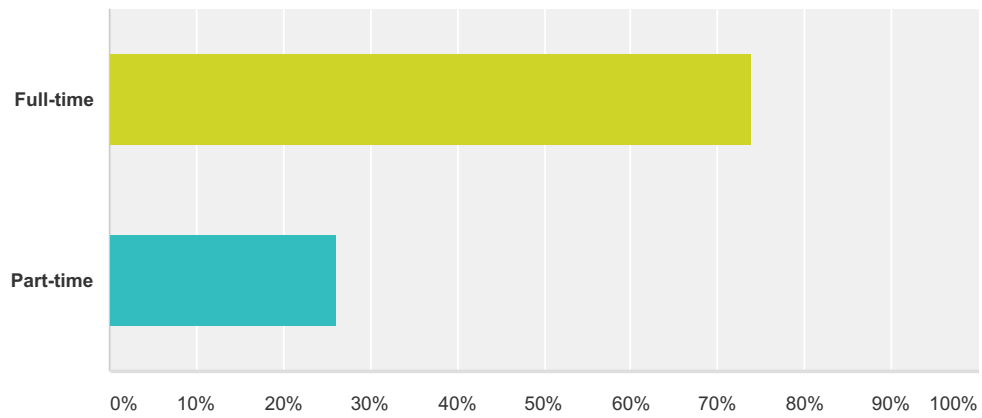
Answered: 1,765 Skipped: 418



Answer Choices	Responses	
Permanent contract	73.82%	1,303
Temporary or fixed term contract	22.15%	391
Casual or zero hours contract	4.02%	71
Total		1,765

Q4 Did you work full-time (35 hours a week or more) or part-time for this employer?

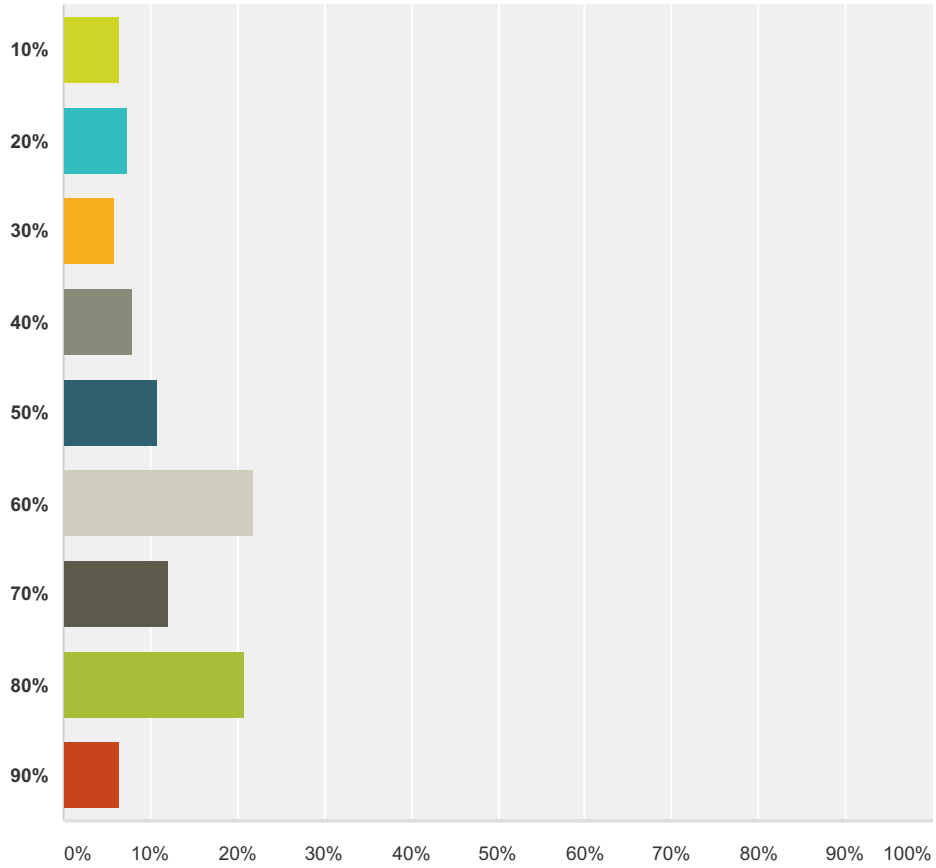
Answered: 1,761 Skipped: 422



Answer Choices	Responses
Full-time	73.82% 1,300
Part-time	26.18% 461
Total	1,761

Q5 Approximately what percentage of a full-time role did you work for this organisation?

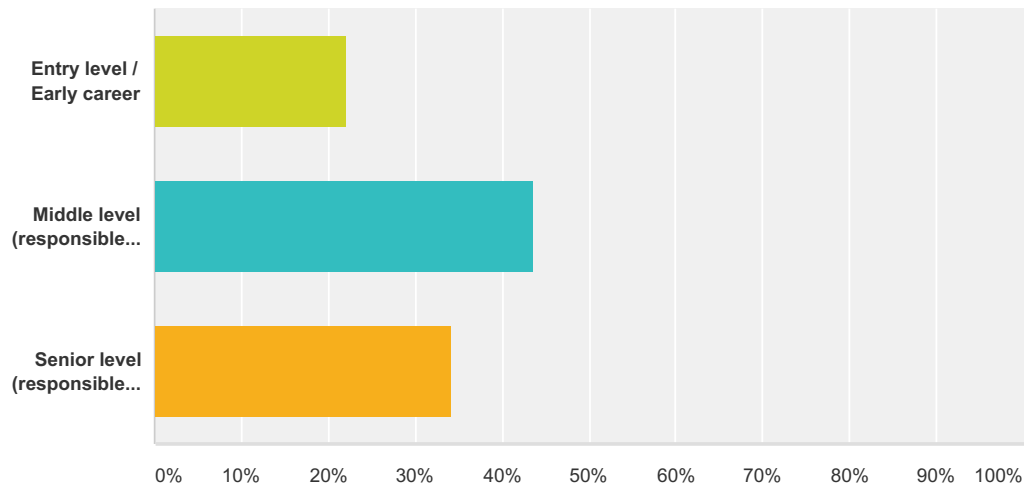
Answered: 461 Skipped: 1,722



Answer Choices	Responses
10%	6.51% 30
20%	7.38% 34
30%	5.86% 27
40%	8.03% 37
50%	10.85% 50
60%	21.91% 101
70%	12.15% 56
80%	20.82% 96
90%	6.51% 30
Total	461

Q6 Which of the following best describes your position in this organisation?

Answered: 1,747 Skipped: 436

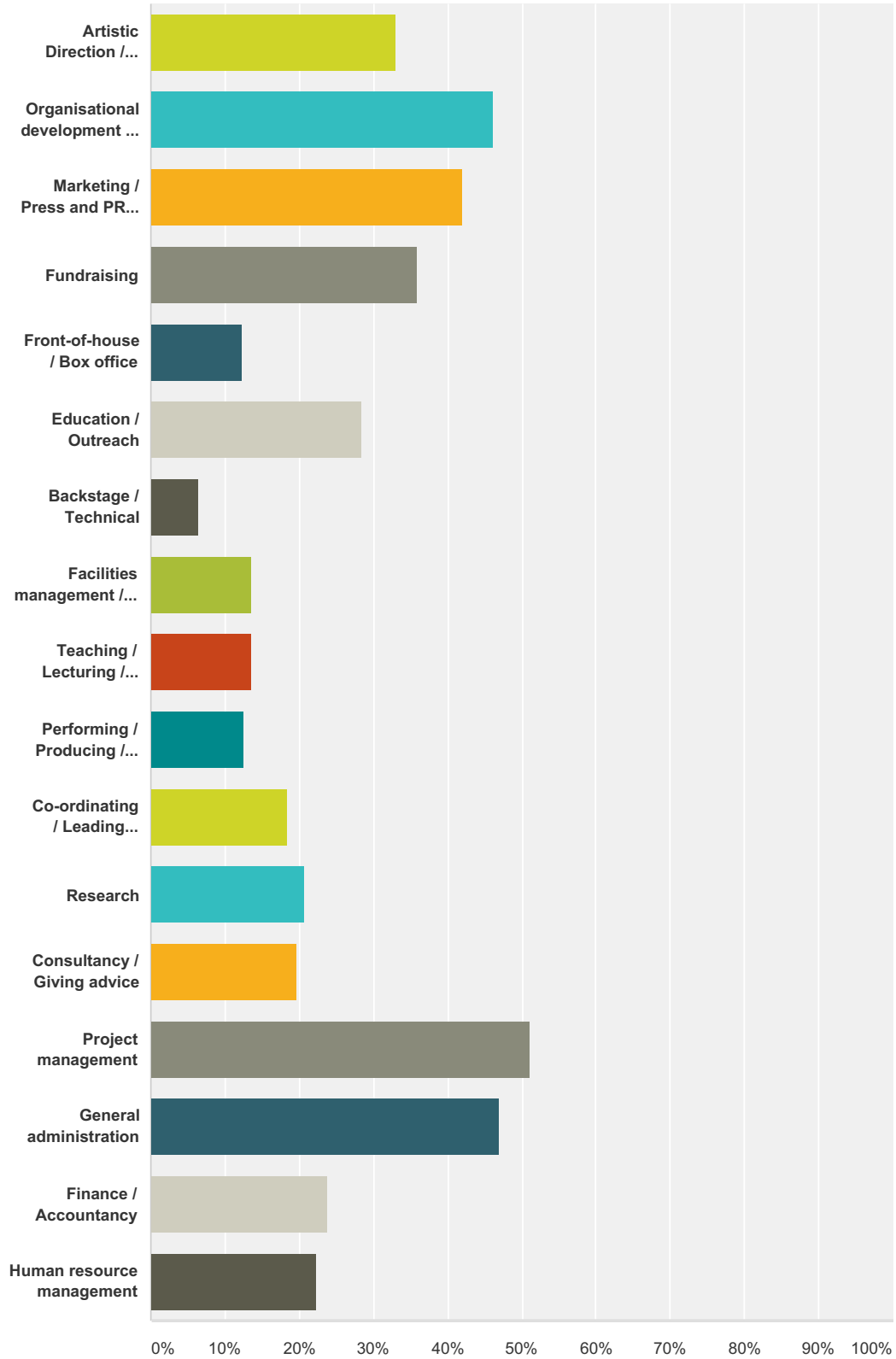


Answer Choices	Responses	
Entry level / Early career	22.10%	386
Middle level (responsible for some staff)	43.67%	763
Senior level (responsible for all staff in an organisation or department)	34.23%	598
Total		1,747

**Q7 Which of the following activities formed a significant part of your work in this job?
(tick all that apply)**

Answered: 1,708 Skipped: 475

AP Salary Survey 2015



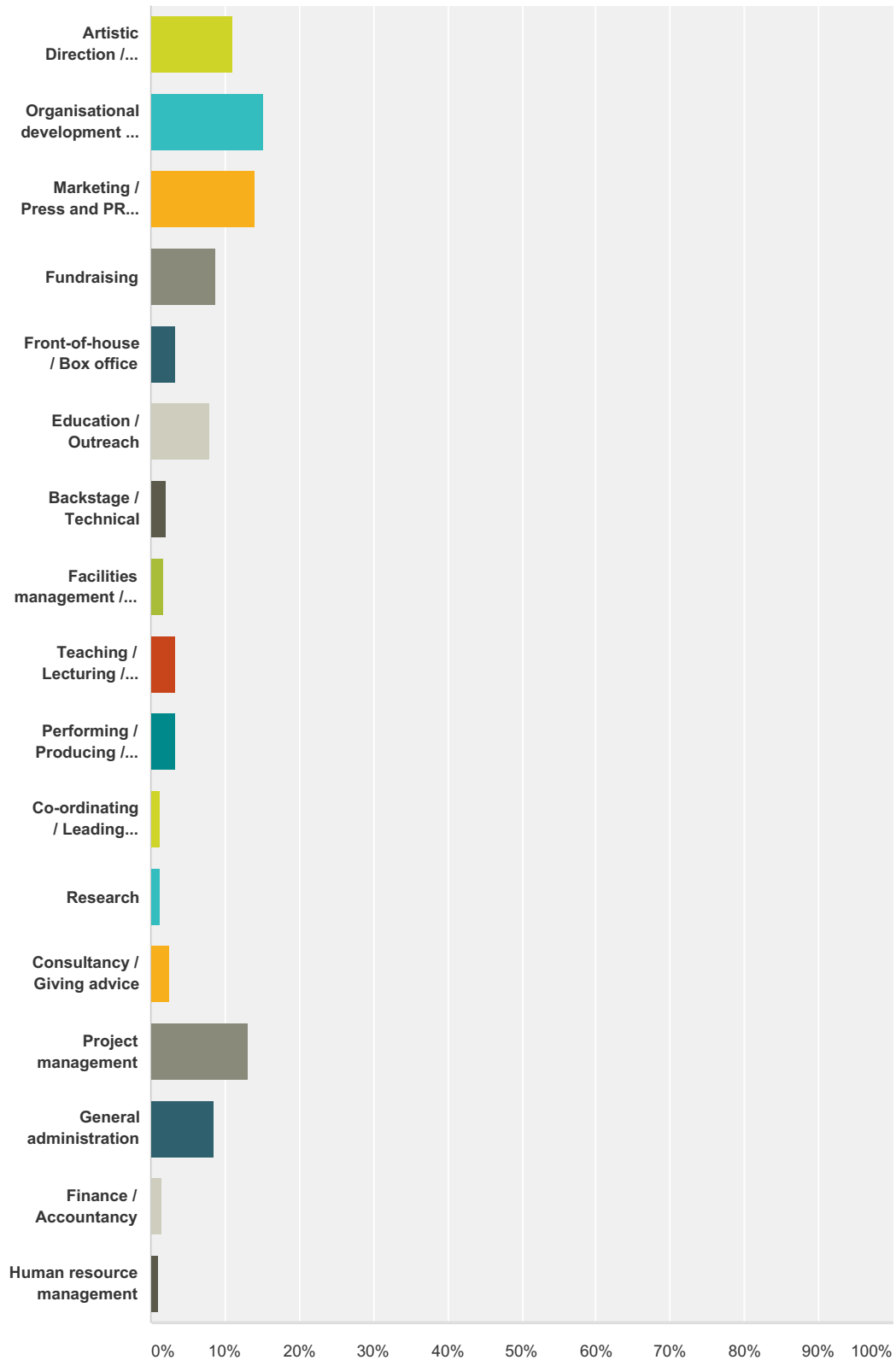
Answer Choices	Responses
Artistic Direction / Programming / Curation	33.02% 564
Organisational development / Strategic planning / Policy-making	46.08% 787

AP Salary Survey 2015

Marketing / Press and PR / Audience Development	41.98%	717
Fundraising	35.83%	612
Front-of-house / Box office	12.24%	209
Education / Outreach	28.34%	484
Backstage / Technical	6.56%	112
Facilities management / Operations / Security	13.64%	233
Teaching / Lecturing / Training	13.47%	230
Performing / Producing / Creating art	12.59%	215
Co-ordinating / Leading workshops	18.33%	313
Research	20.61%	352
Consultancy / Giving advice	19.61%	335
Project management	51.23%	875
General administration	46.90%	801
Finance / Accountancy	23.77%	406
Human resource management	22.42%	383
Total Respondents: 1,708		

Q8 And which of these activities were the MAIN FOCUS of your work? (tick one only)

Answered: 1,649 Skipped: 534

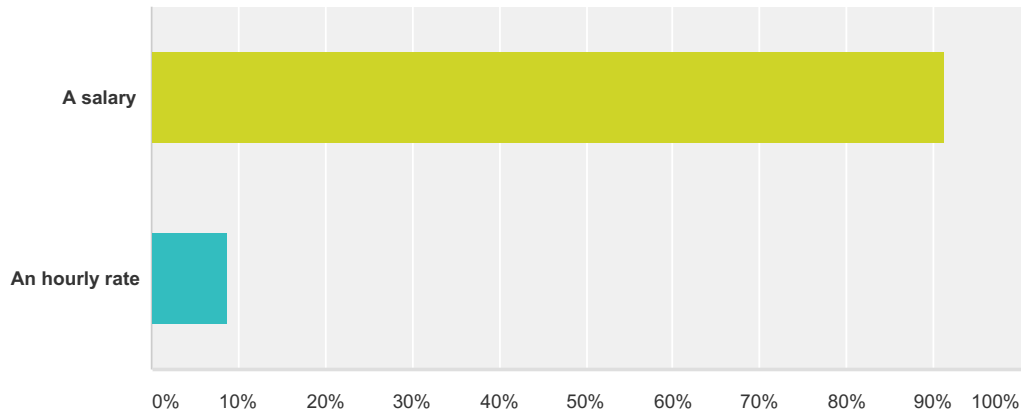


AP Salary Survey 2015

Answer Choices	Responses	
Artistic Direction / Programming / Curation	11.04%	182
Organisational development / Strategic planning / Policy-making	15.34%	253
Marketing / Press and PR / Audience Development	14.01%	231
Fundraising	8.85%	146
Front-of-house / Box office	3.34%	55
Education / Outreach	8.00%	132
Backstage / Technical	2.00%	33
Facilities management / Operations / Security	1.76%	29
Teaching / Lecturing / Training	3.27%	54
Performing / Producing / Creating art	3.40%	56
Co-ordinating / Leading workshops	1.21%	20
Research	1.15%	19
Consultancy / Giving advice	2.49%	41
Project management	13.10%	216
General administration	8.61%	142
Finance / Accountancy	1.39%	23
Human resource management	1.03%	17
Total		1,649

Q9 Were you paid..?

Answered: 1,702 Skipped: 481



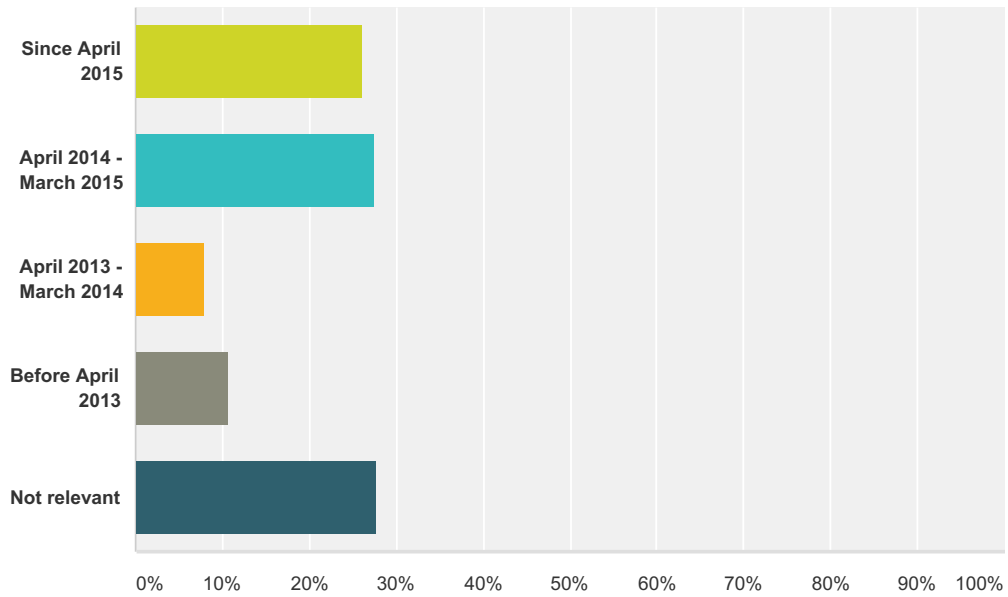
Answer Choices	Responses
A salary	91.25% 1,553
An hourly rate	8.75% 149
Total	1,702

Q10 What was your actual salary for this employment in 2014/15? Please enter your gross pay, BEFORE deductions for PAYE, National Insurance, pension contributions and voluntary deductions in pounds sterling (INCLUDING London weighting or other areas allowances but EXCLUDING any occasional bonus payments, commission or performance-related pay). If you worked part-time, enter the full-time equivalent salary (that would have been paid if you had been working full-time in this role, NOT your actual salary.)

Answered: 1,390 Skipped: 793

Q11 When did you last receive a pay rise in this particular job (not for promotion to a different job)?

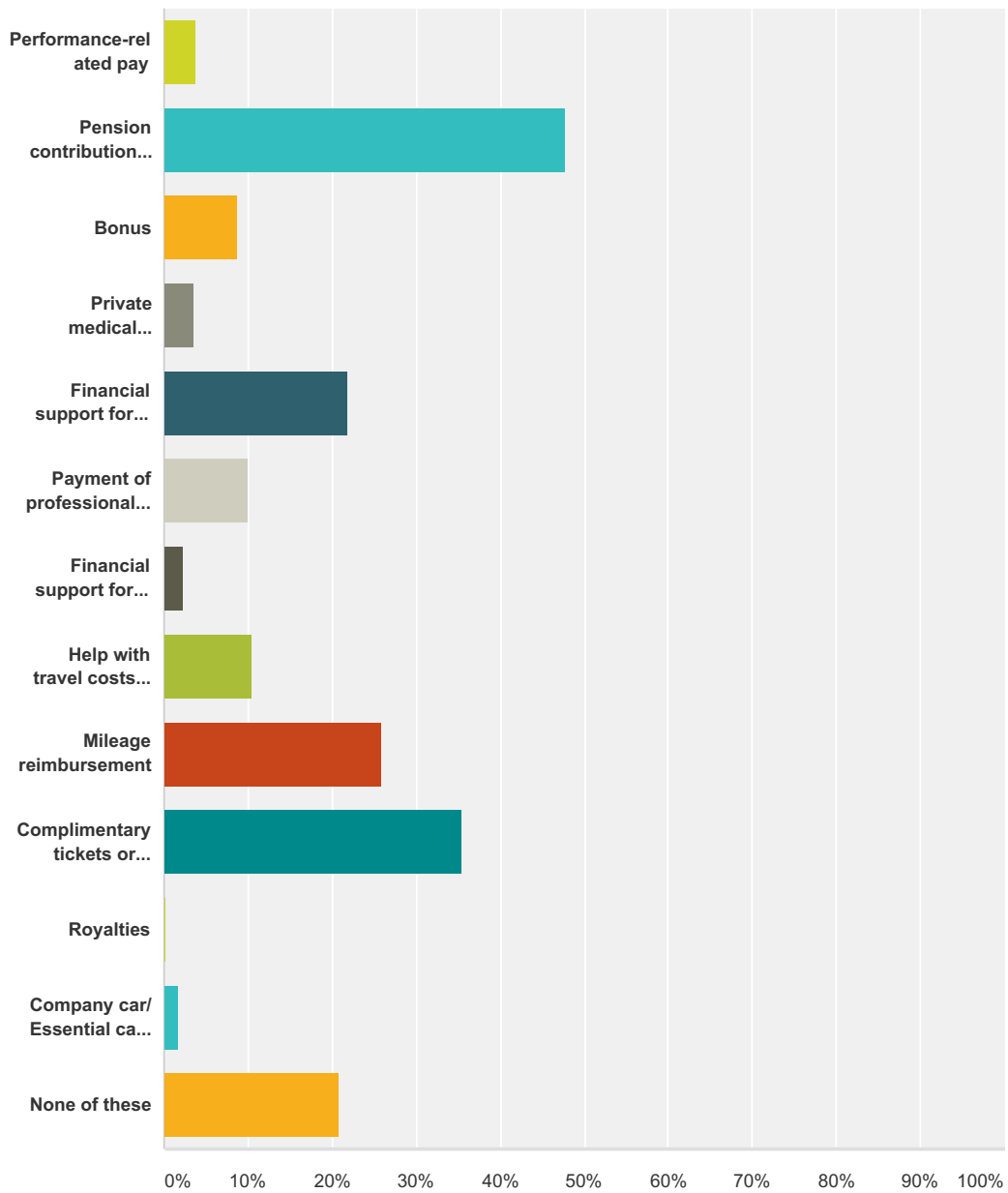
Answered: 1,460 Skipped: 723



Answer Choices	Responses	
Since April 2015	26.10%	381
April 2014 - March 2015	27.47%	401
April 2013 - March 2014	7.95%	116
Before April 2013	10.68%	156
Not relevant	27.81%	406
Total		1,460

Q12 Did you also receive any of the following..?

Answered: 1,427 Skipped: 756



Answer Choices	Responses
Performance-related pay	3.78% 54
Pension contributions from your employer	47.86% 683
Bonus	8.83% 126
Private medical insurance	3.57% 51
Financial support for professional training/ development	21.86% 312

AP Salary Survey 2015

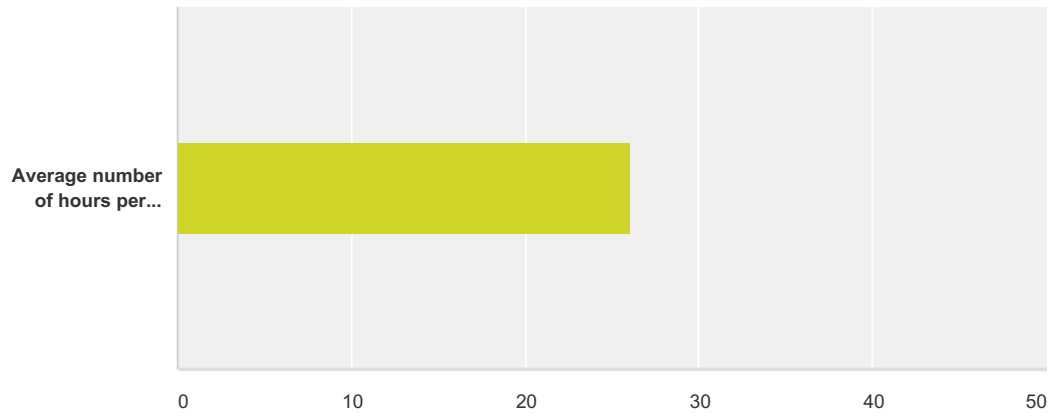
Payment of professional subscriptions	9.95%	142
Financial support for childcare	2.31%	33
Help with travel costs (eg. Season ticket loan)	10.51%	150
Mileage reimbursement	25.86%	369
Complimentary tickets or ticket allowance	35.53%	507
Royalties	0.21%	3
Company car/ Essential car allowance	1.75%	25
None of these	20.95%	299
Total Respondents: 1,427		

Q13 How much did you earn per hour from this employment? Please enter your gross pay BEFORE deductions for PAYE, National Insurance, pension contributions and voluntary deductions in pounds sterling (include London weighting or other area allowances but EXCLUDING any bonus payments etc)

Answered: 147 Skipped: 2,036

Q14 On average, how many hours a week did you work?

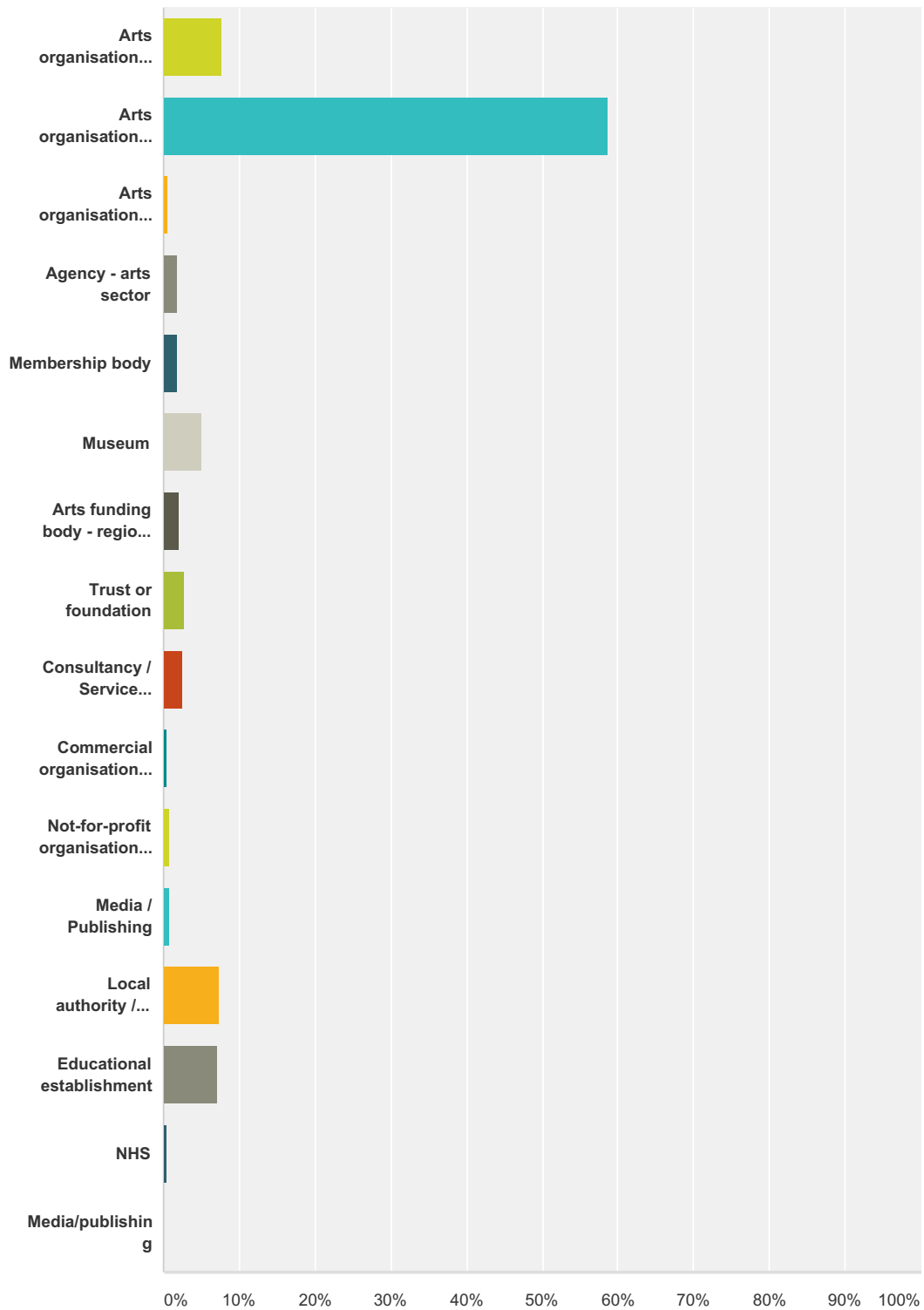
Answered: 163 Skipped: 2,020



Answer Choices	Average Number	Total Number	Responses
Average number of hours per week	26	4,258	163
Total Respondents: 163			

Q15 Please tick the category that best describes this organisation.

Answered: 1,560 Skipped: 623



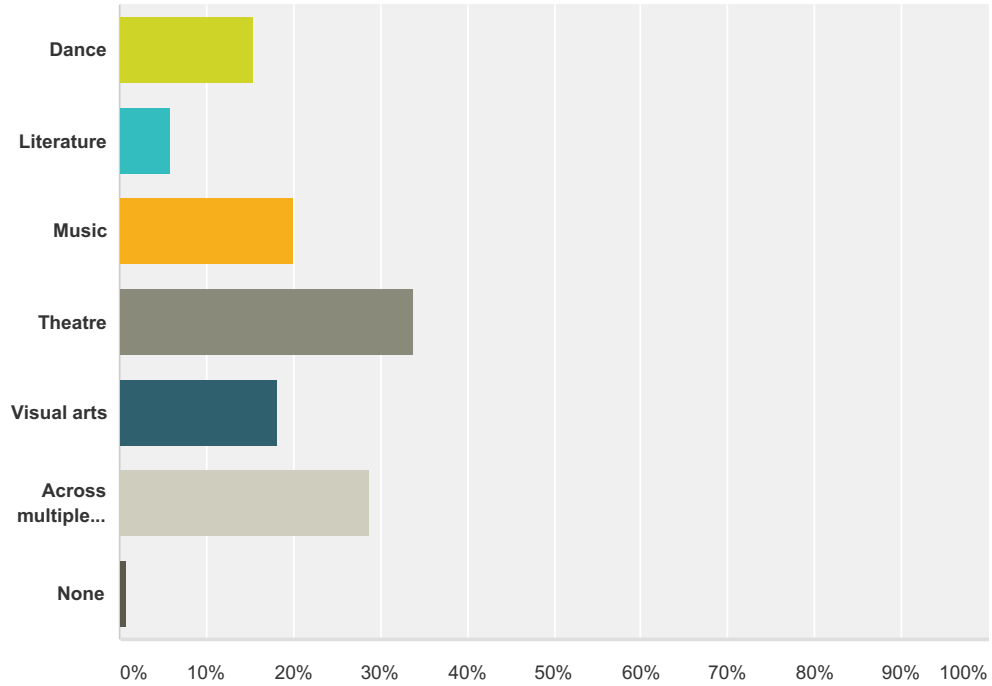
Answer Choices	Responses
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AP Salary Survey 2015

Arts organisation - commercial	7.76%	121
Arts organisation - not-for-profit	58.65%	915
Arts organisation - voluntary or amateur	0.58%	9
Agency - arts sector	1.79%	28
Membership body	1.86%	29
Museum	5.06%	79
Arts funding body - regional or national	2.18%	34
Trust or foundation	2.76%	43
Consultancy / Service provider	2.44%	38
Commercial organisation - non-arts	0.45%	7
Not-for-profit organisation - non-arts	0.90%	14
Media / Publishing	0.77%	12
Local authority / civil service	7.24%	113
Educational establishment	7.05%	110
NHS	0.51%	8
Media/publishing	0.00%	0
Total		1,560

Q16 In which of the following artforms or sectors does this organisation primarily work?

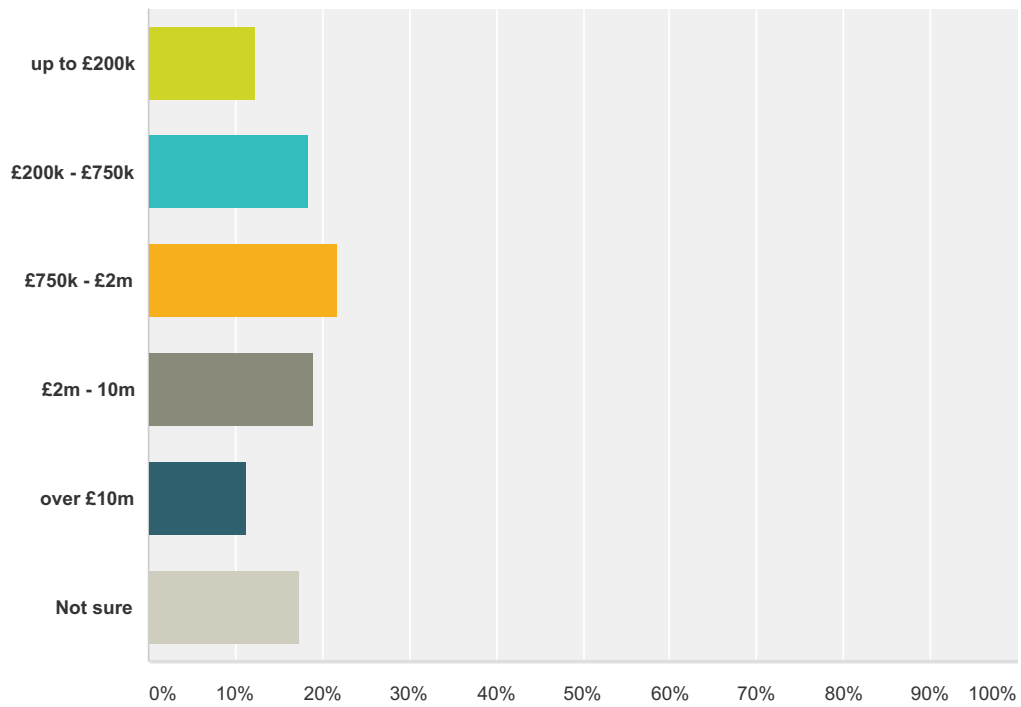
Answered: 1,139 Skipped: 1,044



Answer Choices	Responses	Count
Dance	15.36%	175
Literature	5.88%	67
Music	20.02%	228
Theatre	33.80%	385
Visual arts	18.17%	207
Across multiple artforms	28.88%	329
None	0.88%	10
Total Respondents: 1,139		

Q17 Roughly what is the annual turnover of this organisation?

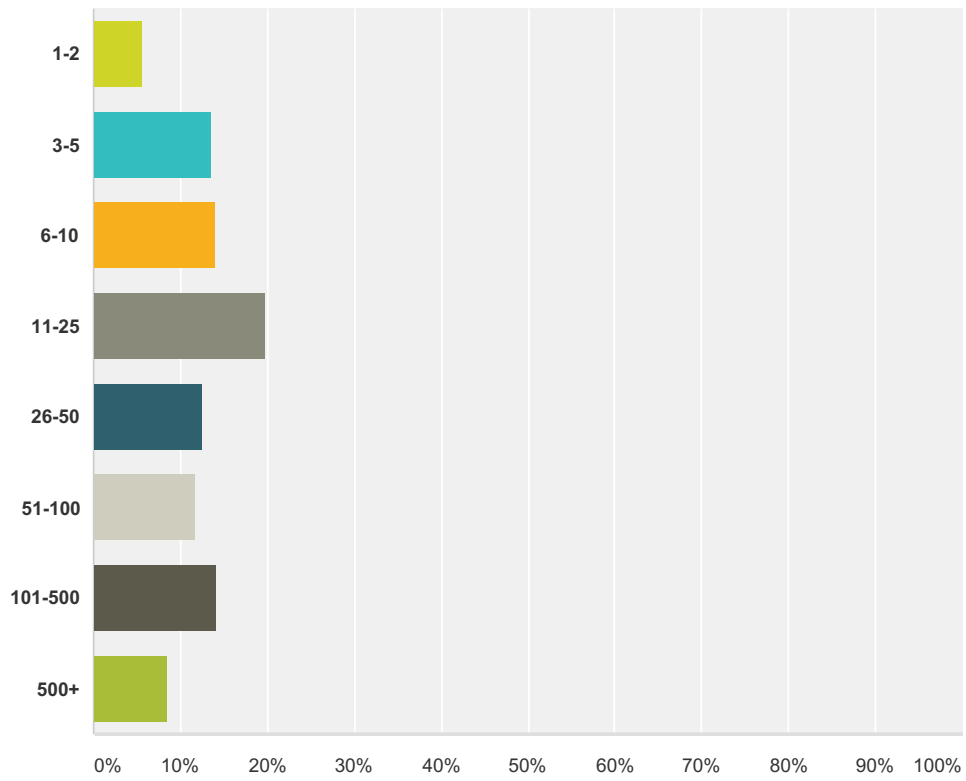
Answered: 1,176 Skipped: 1,007



Answer Choices	Responses
up to £200k	12.33% 145
£200k - £750k	18.28% 215
£750k - £2m	21.77% 256
£2m - 10m	18.96% 223
over £10m	11.22% 132
Not sure	17.43% 205
Total	1,176

Q18 How many people are employed by this organisation?

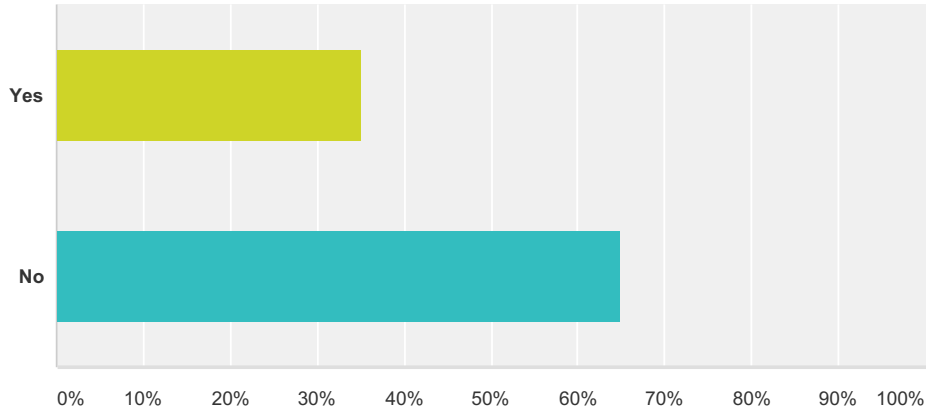
Answered: 1,175 Skipped: 1,008



Answer Choices	Responses
1-2	5.62% 66
3-5	13.62% 160
6-10	13.96% 164
11-25	19.91% 234
26-50	12.60% 148
51-100	11.66% 137
101-500	14.13% 166
500+	8.51% 100
Total	1,175

Q19 The next set of questions is relevant to you if you worked as a freelance or sole trader in 2014/15. Did any of your income come from this source?

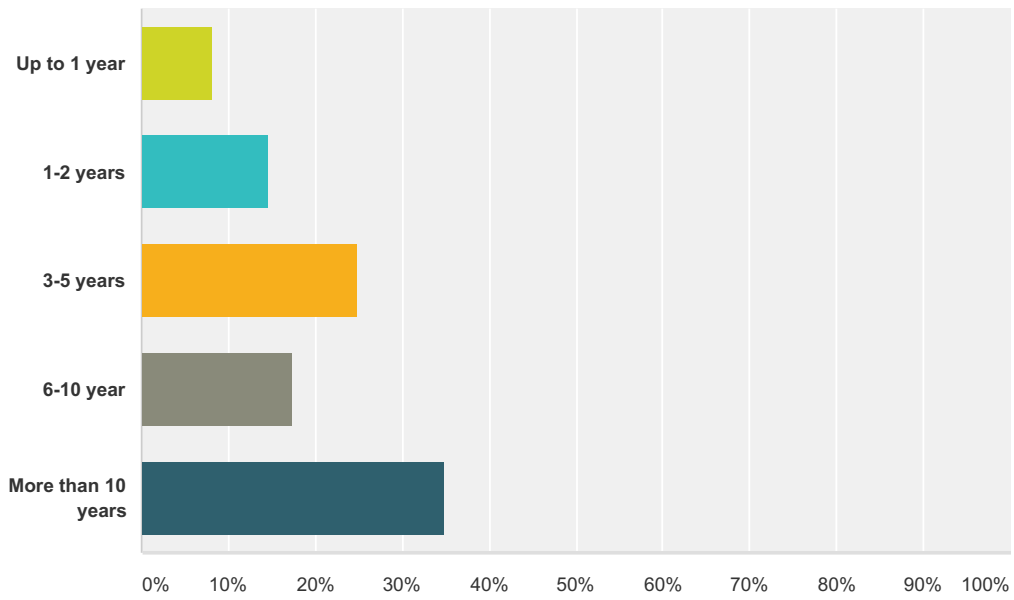
Answered: 1,807 Skipped: 376



Answer Choices	Responses
Yes	35.09% 634
No	64.91% 1,173
Total	1,807

Q20 How long have you been working as a freelance?

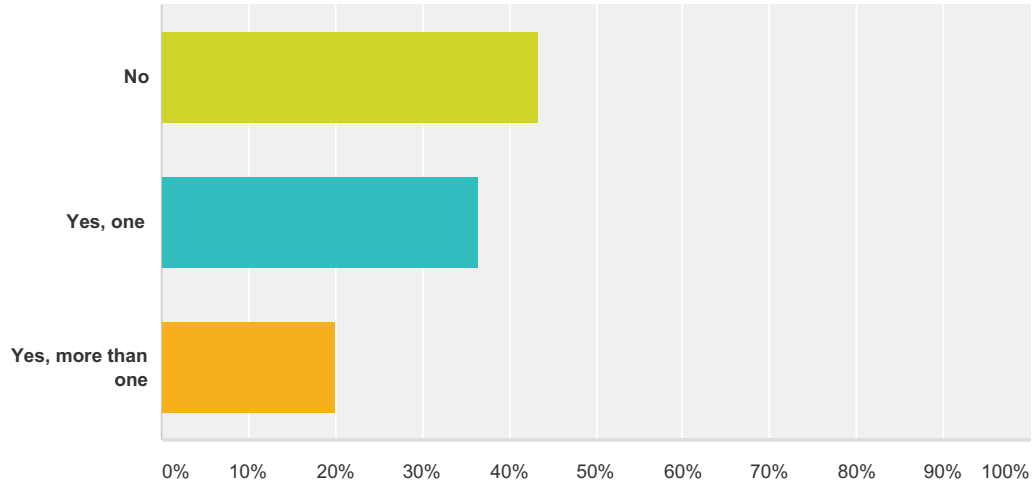
Answered: 598 Skipped: 1,585



Answer Choices	Responses	
Up to 1 year	8.19%	49
1-2 years	14.72%	88
3-5 years	24.75%	148
6-10 year	17.39%	104
More than 10 years	34.95%	209
Total		598

Q21 Did any of your income come from a formal long-term professional relationship with a particular organisation?

Answered: 601 Skipped: 1,582



Answer Choices	Responses	Count
No	43.43%	261
Yes, one	36.61%	220
Yes, more than one	19.97%	120
Total		601

Q22 What rate, on average, did you charge per day for work in the arts? (Please write your answer in pounds sterling)

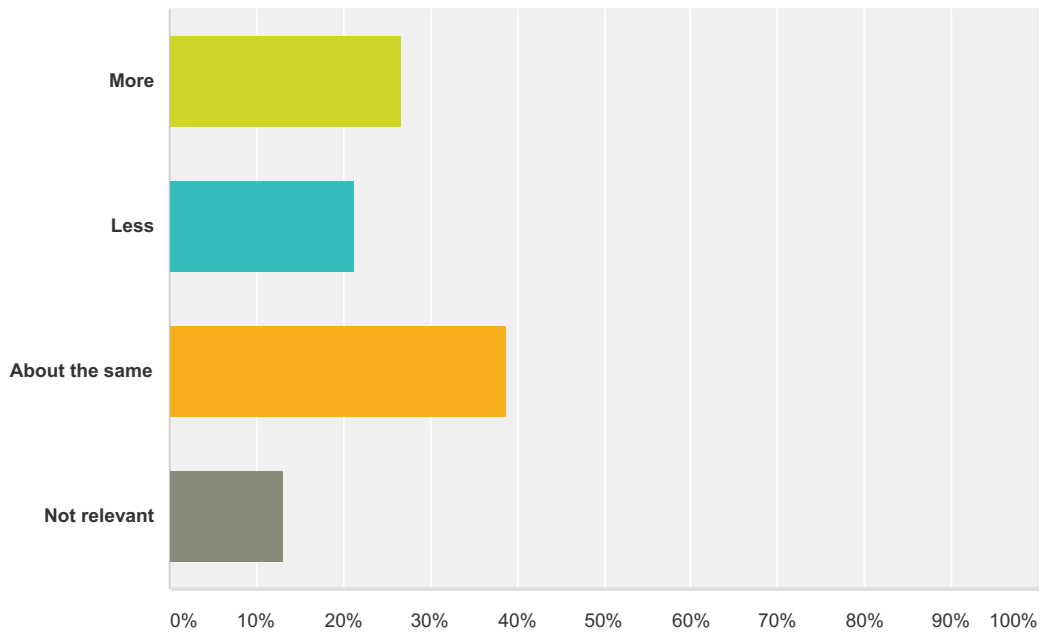
Answered: 569 Skipped: 1,614

**Q23 How many freelance days did you bill
for arts/ arts-related activities?**

Answered: 531 Skipped: 1,652

Q24 Is this more, less or about the same number as the previous year?

Answered: 577 Skipped: 1,606

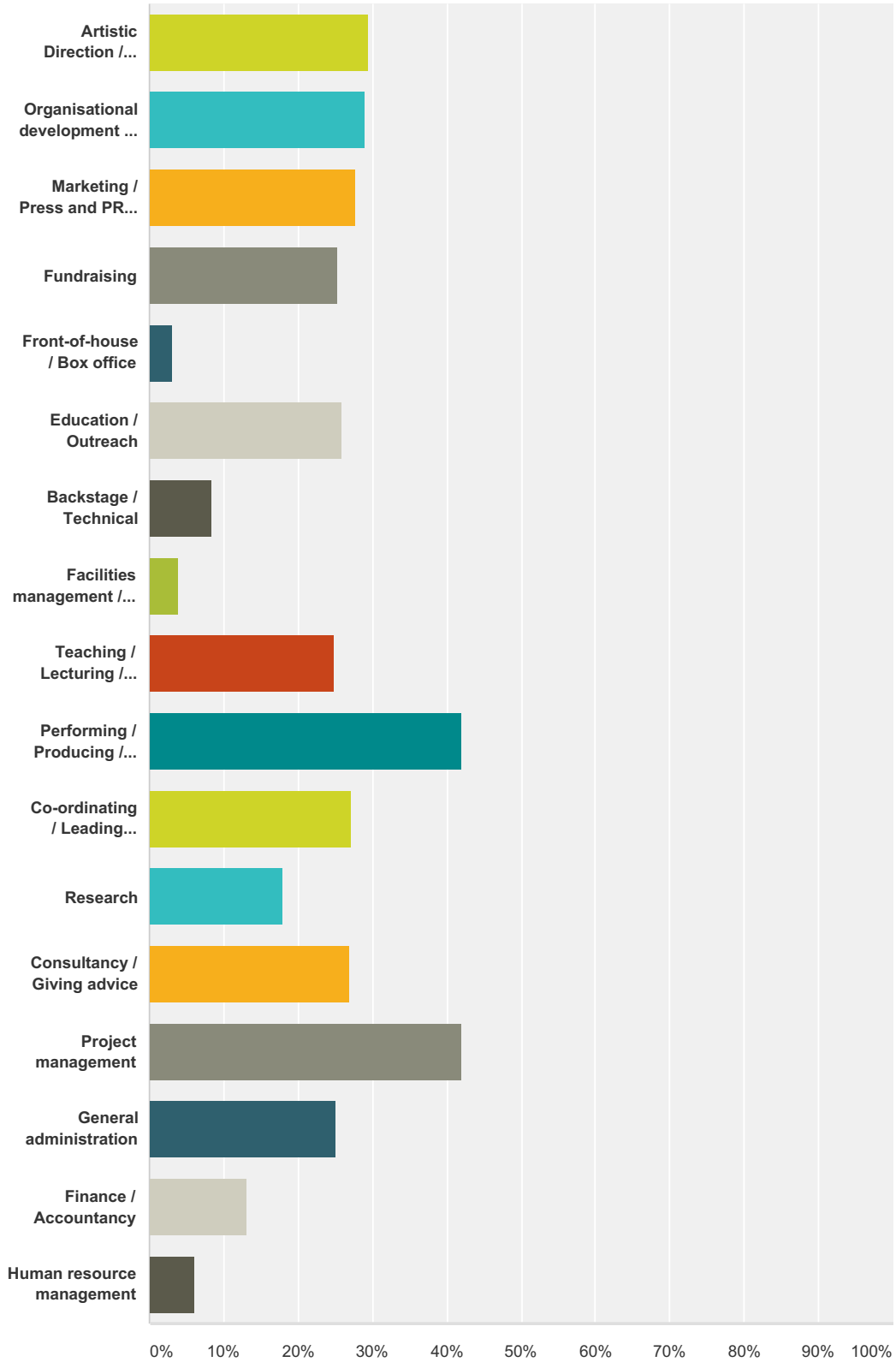


Answer Choices	Responses
More	26.69% 154
Less	21.32% 123
About the same	38.82% 224
Not relevant	13.17% 76
Total	577

Q25 Which of the following activities formed a significant part of your work? (tick all that apply)

Answered: 566 Skipped: 1,617

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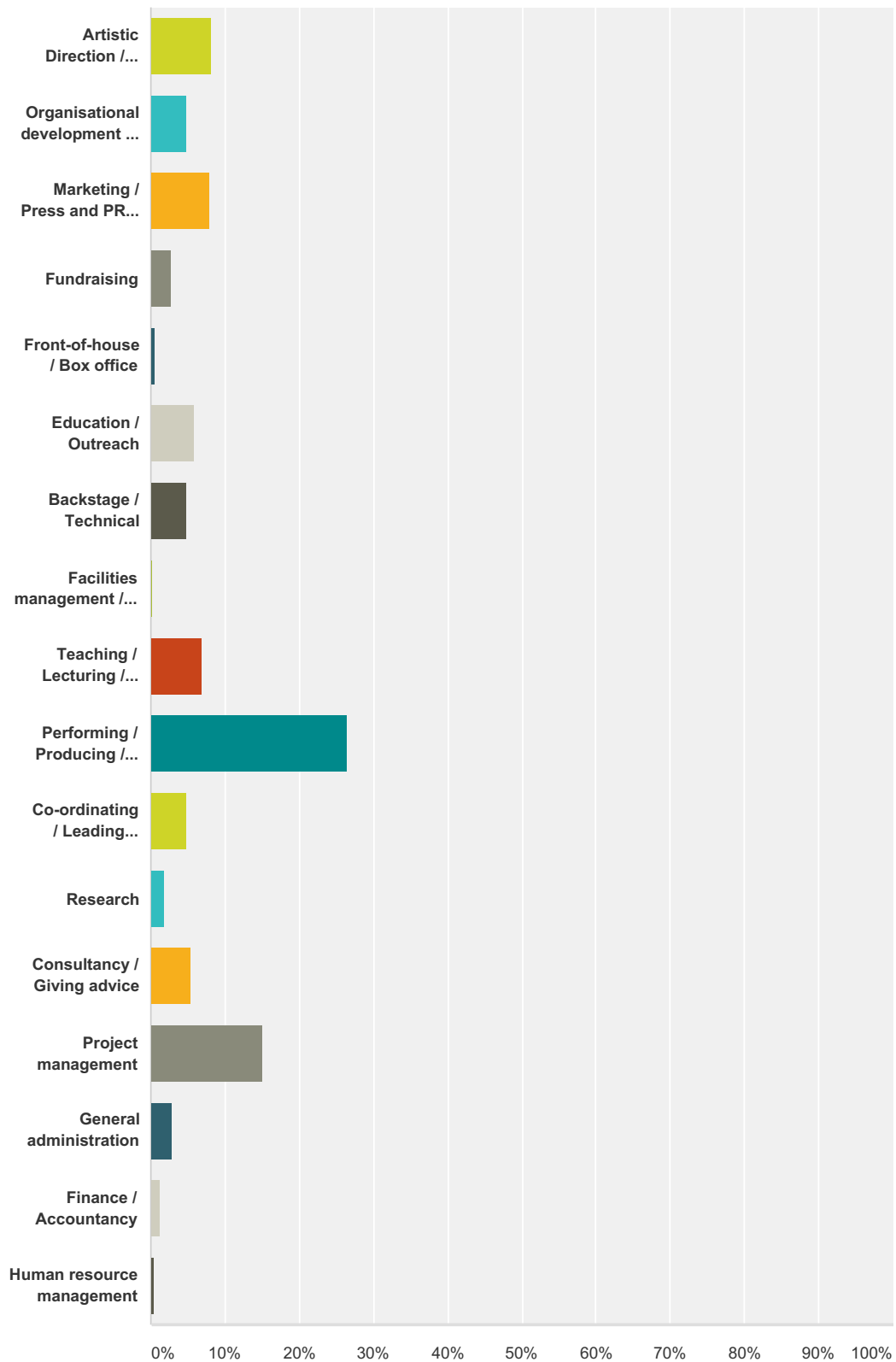
Answer Choices	Responses
Artistic Direction / Programming / Curation	29.51% 167
Organisational development / Strategic planning / Policy-making	28.98% 164

AP Salary Survey 2015

Marketing / Press and PR / Audience Development	27.74%	157
Fundraising	25.27%	143
Front-of-house / Box office	3.18%	18
Education / Outreach	25.80%	146
Backstage / Technical	8.30%	47
Facilities management / Operations / Security	3.89%	22
Teaching / Lecturing / Training	24.91%	141
Performing / Producing / Creating art	41.87%	237
Co-ordinating / Leading workshops	27.21%	154
Research	18.02%	102
Consultancy / Giving advice	26.86%	152
Project management	42.05%	238
General administration	25.09%	142
Finance / Accountancy	13.25%	75
Human resource management	6.01%	34
Total Respondents: 566		

Q26 And which of these activities were the MAIN FOCUS of your work? (tick one only)

Answered: 551 Skipped: 1,632

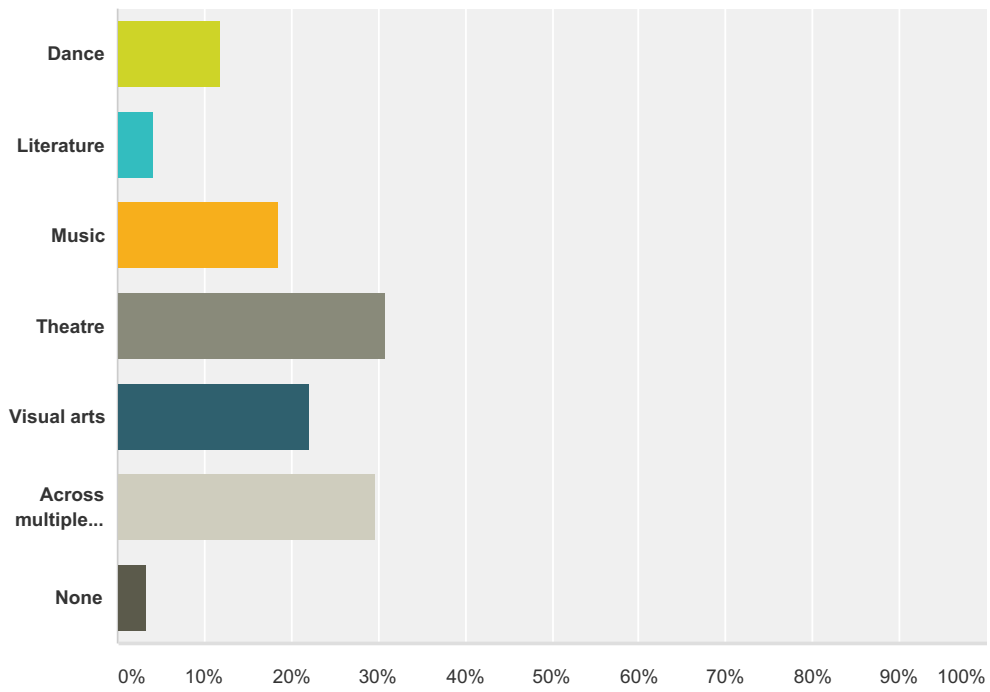


AP Salary Survey 2015

Answer Choices	Responses	
Artistic Direction / Programming / Curation	8.17%	45
Organisational development / Strategic planning / Policy-making	4.72%	26
Marketing / Press and PR / Audience Development	7.99%	44
Fundraising	2.72%	15
Front-of-house / Box office	0.54%	3
Education / Outreach	5.81%	32
Backstage / Technical	4.72%	26
Facilities management / Operations / Security	0.18%	1
Teaching / Lecturing / Training	6.90%	38
Performing / Producing / Creating art	26.50%	146
Co-ordinating / Leading workshops	4.90%	27
Research	1.81%	10
Consultancy / Giving advice	5.44%	30
Project management	15.06%	83
General administration	2.90%	16
Finance / Accountancy	1.27%	7
Human resource management	0.36%	2
Total		551

Q27 With which of the following artforms or sectors do you primarily work?

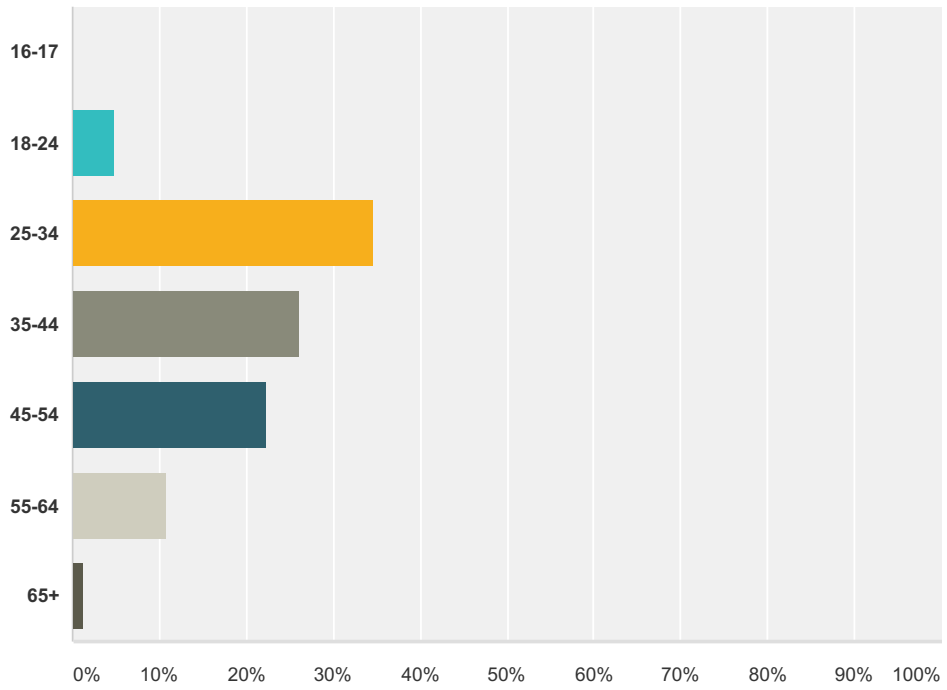
Answered: 1,609 Skipped: 574



Answer Choices	Responses
Dance	12.00% 193
Literature	4.23% 68
Music	18.65% 300
Theatre	30.95% 498
Visual arts	22.13% 356
Across multiple artforms	29.58% 476
None	3.36% 54
Total Respondents: 1,609	

Q28 Which age group are you in?

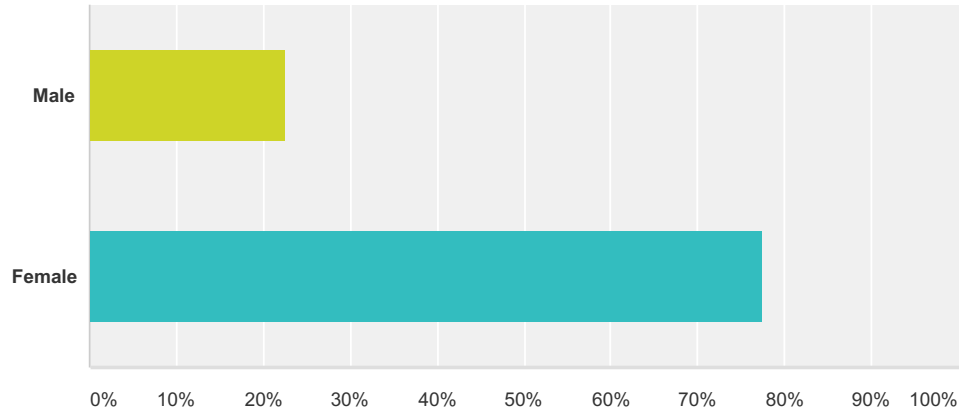
Answered: 1,851 Skipped: 332



Answer Choices	Responses
16-17	0.05% 1
18-24	4.81% 89
25-34	34.58% 640
35-44	26.09% 483
45-54	22.31% 413
55-64	10.86% 201
65+	1.30% 24
Total	1,851

Q29 Are you..?

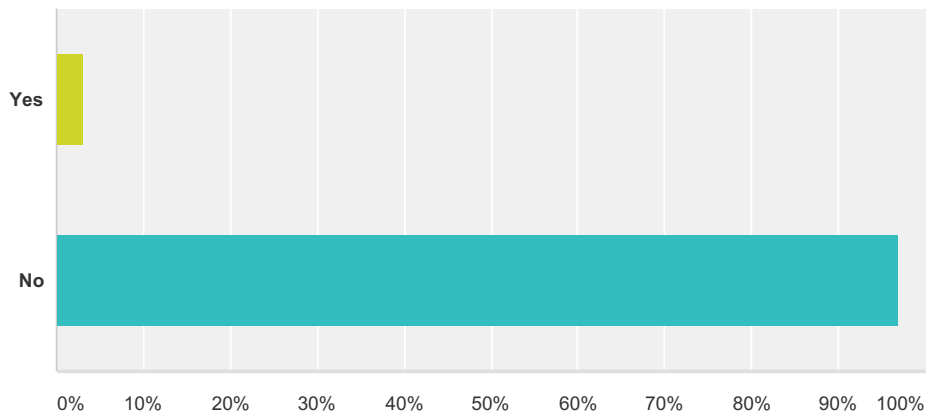
Answered: 1,835 Skipped: 348



Answer Choices	Responses
Male	22.62% 415
Female	77.38% 1,420
Total	1,835

Q30 Do you have a disability that affects your hearing, sight or mobility?

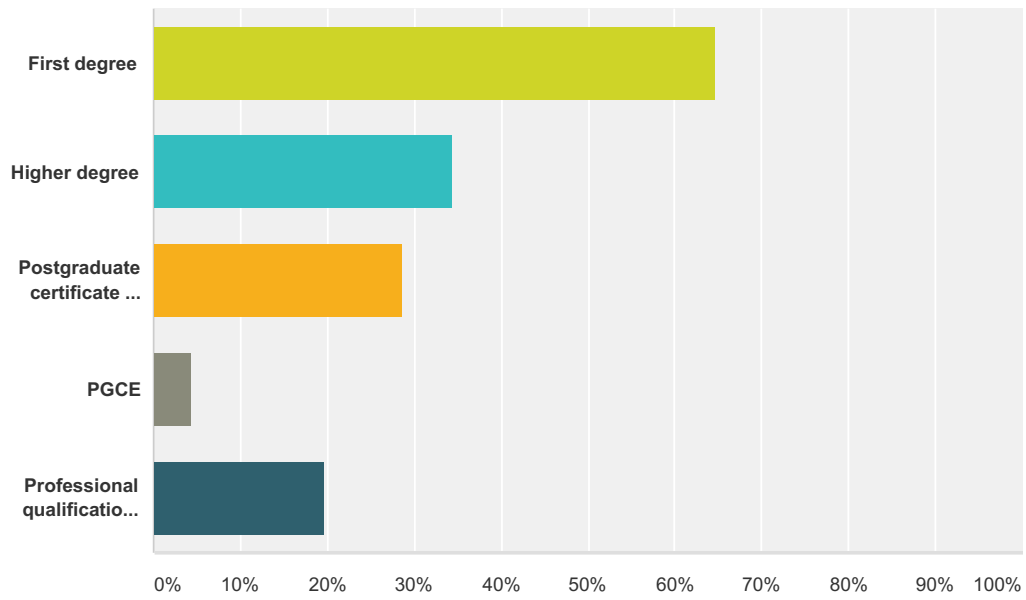
Answered: 1,829 Skipped: 354



Answer Choices	Responses
Yes	3.23% 59
No	96.77% 1,770
Total	1,829

Q31 Which of these qualifications do you have, or are you currently studying for?

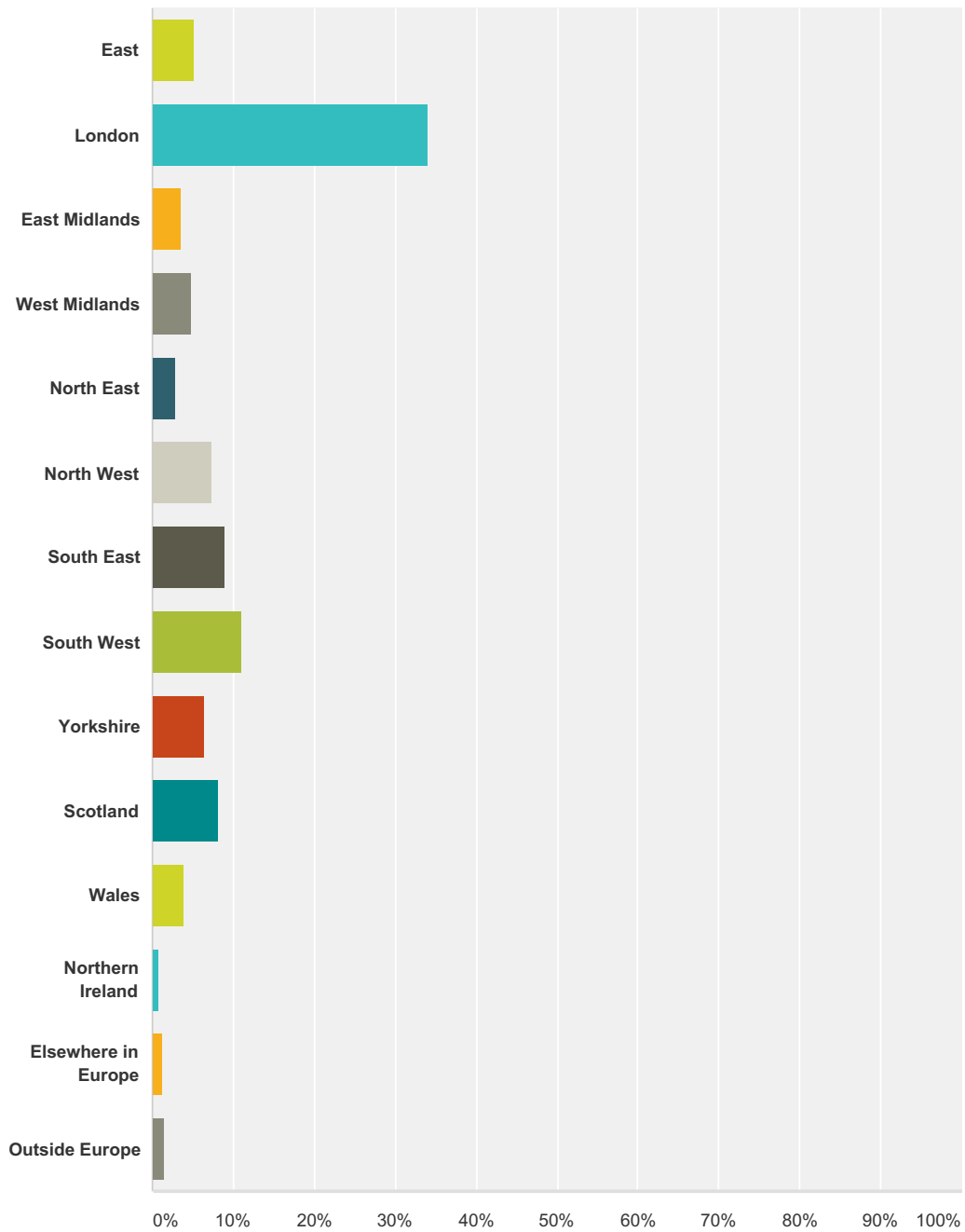
Answered: 1,767 Skipped: 416



Answer Choices	Responses
First degree	64.63% 1,142
Higher degree	34.41% 608
Postgraduate certificate or diploma	28.69% 507
PGCE	4.36% 77
Professional qualification(s)	19.64% 347
Total Respondents: 1,767	

Q32 In which of the following are you based?

Answered: 1,851 Skipped: 332



Answer Choices	Responses
East	5.24% 97
London	34.04% 630
East Midlands	3.62% 67
West Midlands	4.70% 87

AP Salary Survey 2015

North East	2.92%	54
North West	7.29%	135
South East	9.02%	167
South West	10.97%	203
Yorkshire	6.43%	119
Scotland	8.16%	151
Wales	4.00%	74
Northern Ireland	0.86%	16
Elsewhere in Europe	1.24%	23
Outside Europe	1.51%	28
Total		1,851