

EQUALITY AND DIVERSITY MONITORING



The Theatre aims to eliminate unlawful discrimination and to promote equality of opportunity and good relations between persons of different groups. We have a general duty under Equalities legislation to monitor the diversity of our applicants so that we can measure overall progress and demonstrate the success of our Equality and Diversity policy.

We are mindful that you may be hesitant in providing the personal details requested. Please be assured that this section will be detached from the application process upon receipt and the information you provide in this section will be used solely for monitoring purposes and will not be made available to those who will be selecting candidates for interview.

Please note these questions have been taken from the Socio-Economic Diversity and Inclusion in the Arts Tool kit created by Weston Jerwood Foundation. <https://jerwoodarts.org/projects/weston-jerwood-creative-bursaries-2017-19/toolkit/>.

They are aimed to help us assess and ensure we are monitoring the class of people who apply for employment with us to ensure a diversity of voices in our organisation. As with all Equal opportunities monitoring this will be detached from your application and not available for the panel.

Monitoring Questions

Which workforce category are you in? – Please place an X next to the most appropriate answer
Permanent Staff Contracted, freelance or commissioned staff Volunteer Board/Governing Body

Where are you currently based? – Please place an X next to the most appropriate answer
East Midlands East of England London North East North West Northern Ireland Scotland South East South West Wales West Midlands Yorkshire and the Humber Prefer not to say

How would you describe your gender? - Please place an X next to the most appropriate answer
Female Male Non-binary Prefer not to say Prefer to self-identify (please fill in the free text box below) Not known
Free Text box:

What is your age range? - Please place an X next to the most appropriate answer

0-19
20-34
35-49
50-64
65-74
75+

Prefer Not To Say
Not known

How would you describe your ethnicity? Please place an X next to the most appropriate answer

Arab
Asian or British Asian – Indian
Asian or British Asian – Pakistani
Asian or British Asian – Bangladeshi
Asian or British Asian – Chinese
Asian or British Asian - Other Asian background
Black or Black British – African
Black or Black British – Caribbean
Black or Black British - Other Black/African/Caribbean background
LatinX

Mixed - Asian and White
Mixed - Black African and White
Mixed - Black Caribbean and White
Mixed - Other mixed/multiple ethnic background
White – British
White – Irish
White - Other White background
Roma

Irish Traveller
Any other ethnic background
Not known
Prefer to self-identify (please fill in the free text box below)
Prefer not to say

Free Text Box:

What is your highest qualification?

No formal qualifications
Secondary School level
ESOL/ Literacy qualifications
Further education (AS, A level, Diploma or NVQ level 2/3)
Higher education (Graduate)
Higher education (Postgraduate and Doctorate)
Vocational training
Prefer not to say
Other (please fill in the free text box below)

Free Text Box:

Do you identify as disabled or do you have a long-term health condition? Please place an X next to the most appropriate answer

No Yes - Blind/Visual Impairment Yes - d/Deaf/Hearing Impairment Yes - Learning difficulty Yes - Mental health Yes - Mobility Yes - Speech impairment Yes - Other disability Yes – Neurodivergent Prefer to self-describe (please fill in the free text box below) Prefer not to say
Free Text Box:

How would you describe your sexual orientation? - Please place an X next to the most appropriate answer

Bi Man Bi Woman Gay Man Gay Woman/Lesbian Heterosexual/Straight Queer+ Prefer not to say Prefer to self-identify (please fill in the free text box below) Not known
Free Text Box:

Is your gender identity the same as the one assigned to you at birth? - Please place an X next to the most appropriate answer

No Yes Prefer not to say

What is your religion/belief? - Please place an X next to the most appropriate answer

Buddhist Christian Hindu Jewish Muslim Non-religious (Atheist, Humanist etc) Sikh Prefer to self-describe (please fill in the free text box below) Prefer not to say
Free Text Box:

Do you have caring responsibilities? - Please place an X next to the most appropriate answer

No - Yes – primary carer for a child or children under the age of 18 Yes – primary carer for a child or children with disabilities Yes – primary carer for an adult or adults with disabilities Yes – primary carer for an older person or persons Yes – secondary carer Prefer not to say
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Socio-economic Background - Please place an X next to the most appropriate answer

The arts and cultural sector has started to look for ways to address socio-economic inequality alongside the characteristics protected by The Equality Act 2010. To improve the sector's ability to address this, it is important to capture information about people's backgrounds. We would therefore like to ask you a few questions about you and your parents or caregivers.

The questions and categories below are matched with the Labour Force Survey and have been developed for Jerwood Arts' programmes in this area including the Weston Jerwood Creative Bursaries and are endorsed by Arts Council England and the Bridge Group.

Please also note that we understand these questions relate specifically to an upbringing in the UK and may not be applicable. If this is the case please feel free to either leave this section blank or use the free text box.

What type of school did you go to? - Please place an X next to the most appropriate answer

A state run or funded school – non-selective
A state run or funded school – selective -
Independent/fee paying school
Independent/fee paying school on a scholarship
Prefer not to say

Were you eligible for Free School Meals at any time during your school years? - Please place an X next to the most appropriate answer

Yes
No
Not applicable (finished school before 1980 or went to school overseas)
Don't know -
Prefer not to say

What was the highest level of academic qualification of your parents/care givers? - Please place an X next to the most appropriate answer

No formal qualifications
Secondary School level
ESOL/ Literacy qualifications
Further education (AS, A level, Diploma or NVQ level 2/3) -
Higher education (Graduate)
Higher education (Post Graduate and Doctorate)
Vocational training
Not known
Prefer not to say
Other (please fill in the free text box below)

Please think about your parent(s) or other primary caregiver when you were around 14 years old. What kind of work did this parent/caregiver do? - Please place an X next to the most appropriate answer

Unemployed / never worked
Routine manual and service occupations e.g. van driver, cleaner, porter, waiter/waitress, bar staff -
Semi-routine manual and service occupations e.g. postal worker, security guard, machine worker, receptionist, sales assistant
Technical and craft occupations e.g. fitter, plumber, printer, electrician
Clerical and intermediate occupations e.g. secretary, nursery nurse, office clerk, call centre agent
Middle or junior managers e.g. office manager, warehouse manager, restaurant manager -
Modern professional occupations e.g. teacher, nurse, social worker, artist, musician, software designer
Traditional professional occupations e.g. accountant, solicitor, scientist, medical practitioner
Senior managers and administrators e.g. finance manager, chief executive, director
Retired
Prefer not to say
Prefer to self-describe (please fill in the free text box below)