**Equal Opportunities Monitoring Form**

*At Shakespeare North Playhouse, we are changing the way theatre works, the way culture and creativity is utilised for the benefit of our society. Part of that change is our unwavering commitment to a creating a diverse and inclusive workforce that is truly representative of the modern world. We are passionate in ensuring that everyone is treated equally, and that Shakespeare North Playhouse is a place free from discrimination.*

*The questions we ask go beyond the usual equal opportunities questions you might be used to seeing, that’s because at Shakespeare North Playhouse we want to recognise that diversity can take many forms and to truly create an environment of equity we want to embrace each of our employees as an individual.*

*Gathering this information is vitally important to us and our mission to create a workforce representative of society today. It is absolutely your right to answer ‘prefer not to say’ to any question, but the more information we are able to gather, the more we can make a difference in our organisation and to the community around us.*

*All the information is presented anonymously and will be only used to provide a base for future monitoring and insight.*

Which role did you apply for ……………………………………………………………

**1. About you**

**Gender**

Please tick the appropriate box to indicate your gender.

* Male
* Female
* Non-Binary
* Genderqueer
* Agender
* Gender Fluid
* Don’t know
* Prefer not to say
* My gender identity is not listed

If your answer is not listed, please advise below

……………………………………………………………………………………………………………

**Is the gender you identify with the same as your registered gender at birth?**

* Yes
* No
* Prefer not to say

**2. Age**

**Please select your age range from the options below:**

* 0-19
* 20-34
* 35-49
* 50-64
* 65-74
* 75+
* Prefer not to say

**3. Socio-economic background**

**What was the occupation of the highest income earner in your household when you were aged 14?**

** Modern professional occupations**

(E.g. Teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer)

** Clerical and intermedia occupations**

(E.g. secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse)

** Senior managers and administrators**

(Usually responsible for planning, organising and co-ordinating work for finance such as finance manages, chief executive etc)

** Technical and craft occupations**

(E.g. motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver)

** Semi-routine manual and service occupations**

(E.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant)

** Routine manual and service occupations**

(E.g. HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff)

** Middle of junior managers**

(E.g. office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican)

** Traditional professional occupations**

(E.g. solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer)

** Short term unemployed**

(Claimed Jobseeker’s Allowance or earlier unemployment benefit for a year or less)

** Long term unemployed**

(Claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year)

** Retired**

** Not applicable**

** Prefer not to say**

** Other**

If you selected ‘Other’ please explain below

……………………………………………………………………………………………………………

**3. Ethnic Origin**

**What is your ethnicity?**

*Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.*

 White British

 White Irish

 White Gypsy, Romani or Irish Traveller

 Any other White background

 Mixed White and Black Caribbean

 Mixed White and Black African

 Mixed White and Asian

 Any other Mixed / Multiple ethnic background

 Asian / Asian British Indian

 Asian / Asian British Pakistani

 Asian / Asian British Bangladeshi

 Asian / Asian British Chinese

 Any other Asian background

 Black / Black British African

 Black / Black British Caribbean

 Any other Black background

 Arab

 Latin American

 Any other ethnic background

 Prefer not to say

If you selected any other ethnic backgrounds, please explain below

……………………………………………………………………………………………………………

**5. Religion, Faiths and Beliefs**

**Please select which of the following options most applies to you**

I am…

* Buddhist
* Christian
* Hindu
* Jewish
* Muslim
* Orthadox
* Roman Catholic
* Sikh
* Unsure
* Atheist (I do not have a religion, faith or belief)
* Prefer not to say
* I follow another religion, faith or belief

If you selected ‘I follow another religion, faith or belief please explain below

……………………………………………………………………………………………………………

**6. Sexual Orientation**

**What is your sexual orientation?**

* Bisexual
* Gay Man
* Gay Woman / Lesbian
* Heterosexual / Straight
* Queer
* I prefer not to say
* Undecided
* Prefer not to say
* My sexuality is not listed

If you selected 'My sexuality is not listed’, please explain below

……………………………………………………………………………………………………………

**7. Health and disabilities**

*The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.*

**Disability status**

* I am D/deaf and/or Disabled, or have a long-term health condition
* I am not D/deaf and/or Disabled, or have a long-term health condition
* Prefer not to say

**If you selected ‘Yes’, please give the details below**

*(Has the disability or health condition ever had any effect or impact on your work ability to work? If so, please explain)*

……………………………………………………………………………………………………………

**Do you regard yourself as Neurodivergent (e.g. Autism/Asperger’s, ADD/ADHD, Dyslexia, etc.)?**

* I regard myself as Neurodivergent
* I do not regard myself as Neurodivergent
* Prefer not to say

**If you selected ‘I regard myself as Neurodivergent’ please give the details below**

……………………………………………………………………………………………………………

**8. Caring responsibilities**

**Do you have caring responsibilities? (Please tick all that apply)**

* None
* Primary carer of a child/children (Under 18)
* Primary carer of disabled child/children (Under 18)
* Primary carer of disabled adult (18 and over)
* Primary carer of an older person
* Secondary carer (another person carries out the main caring role)
* Prefer not to say

**9. Working Pattern**

**What is your current working pattern?**

* Full-Time
* Part-Time
* Prefer not to say

**What is your flexible working arrangement?**

* None
* Flexi-Time
* Staggered Hours
* Term-Time Hours
* Annualised Hours
* Job-Share
* Flexible Shifts
* Compressed Hours
* Homeworking
* Prefer not to say
* Other

**If you selected 'Other' please explain below**

……………………………………………………………………………………………………………

**10. How did you find out about this vacancy?**

* Shakespeare North Playhouse Website
* Shakespeare North Playhouse social media
* Indeed
* Other job posting board

Please confirm where……………………………………………………

* Recruitment Agency
* Word of mouth
* Other

**If you selected 'Other' please explain below**

……………………………………………………………………………………………………………

**Thank you for completing the Shakespeare North Playhouse Equal Opportunities Form - We really appreciate your input!**