LEICESTER THEATRE TRUST

**EQUALITY AND DIVERSITY MONITORING**

Leicester Theatre Trust Ltd (LTT) believes that there should be no discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and socio-economic backgrounds. LTT will take appropriate steps to ensure that all staff, applicants, participants, creatives, and actors are reviewed on the basis of ability.

**Monitoring**

LTT believes that it is important to promote equal employment opportunities for all. In order to assist us with monitoring, we would be grateful if you would provide details of your age, nationality, ethnic origin, sex, gender identity, marital status, disability, religion, belief, and sexual orientation.

All information provided on this form will be treated in strictest confidence and only used for statistical monitoring. Accessibility is strictly limited in accordance with GDPR (General Data Protection Regulations, 2016), as laid out in our privacy notices and Data Protection Policy.

**age**

**What is your age? Please mark ‘X’ in one box only**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 0-19 |  |  | 20-34 |  |
| 35-49 |  |  | 50 - 64 |  |
| 65 + |  |  | Prefer not to say |  |

**NATIONALITY**

Please specify:

**DISABILITY or impairment**

A disabled person is defined under the Equality Act 2010 as someone with a ‘**physical or mental impairment which has a substantial and long-term adverse effect on that person’s ability to carry out normal day-to-day activities**.’

**Do you consider yourself to be disabled under the Equality Act 2010? Please mark ‘X’ in the appropriate box.**

YES NO

PREFER NOT TO SAY DON’T KNOW

If **YES**, please answer the following question; otherwise proceed to the next section.

Please indicate by marking ‘X’ in the appropriate box, mark all that apply.

 **A** Hearing impairment

 **B** Visual impairment

 **C** Speech impairment

 **D** Mobility impairment

 **E**  Physical co-ordination difficulties

 **F** Reduced physical capacity

 **G** Severe disfigurement

 **H** Learning difficulties (e.g. dyslexic)

**I** Mental ill health

 **J** Progressive conditions, e.g. cancer, HIV

**K** Other (please specify)

**REASONABLE ADJUSTMENTS**

The Equality Act 2010 requires all employers to make reasonable adjustments for those who are defined as disabled under the Equality Act 2010.

Leicester Theatre Trust Ltd uses the social model to inform disability action planning. This means concentrating on the environment, removing barriers wherever possible that get in the way of a disabled person from doing their job - do you require any reasonable adjustments to be put in place?

Please specify in the box below:

**ETHNIC ORIGIN**

|  |  |  |
| --- | --- | --- |
| **White** | British |  |
| Irish |  |
| Gypsy or Irish traveller |  |
| Any other white background |  |
| **Mixed** | White and Black Caribbean |  |
| White and Black African |  |
| White and Asian |  |
| Any other Asian background |  |
| **Asian/Asian British** | Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Chinese |  |
| Any other Asian background |  |
| **Black/Black British** | African |  |
| Caribbean |  |
| Any other black background |  |
| **Other** | Arab |  |
| Any other Ethnic group |  |
| Prefer not to say |  |
| Not known |  |

**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:**

**GENDER IDENTITY**

Female Non- Binary

Male

Is your gender the same as the gender you were assigned at birth?

No

Yes

Prefer not to say

**SEXUAL ORIENTATION**

 **Which group do you most identify with? The options are listed alphabetical order.**

 Please mark ‘X’ in **one** box only:

|  |
| --- |
| Bi-Sexual |
|  |
| Gay woman/Lesbian |
|  |
| Gay man |
|  |
| Heterosexual/Straight |
|  |
| Prefer not to say |
|  |
| If not any of the above, please specify……………………………… |

**RELIGION OR BELIEF**

**What is your religion or belief (including non-belief)? Please mark ‘X’ in the box below as appropriate**.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Agnostic |  |  | Pagan |  |
| Atheist |  |  | Sikh |  |
| Baha’i  |  |  | Rastafarian |  |
| Buddhist |  |  | Scientologist |  |
| Christian – Catholic |  |  | Shinto |  |
| Christian – Protestant  |  |  | Zoroastrian |  |
| Christian – Other  |  |  | No religion or belief |  |
| Hindu |  |  | Prefer not to say |  |
| Humanism |  |  | Any other religion or belief |  |
| Jain |  |  |  |  |
| Jewish |  |  | Please specify below, if you wish. |  |
| Muslim |  |  |  |  |

**SOCIO ECONOMIC BACKGROUND**

Socio-background is not a “protected characteristic” under the Equality Act 2010, We have included it as we consider it important the experiences of groups of people whose life chances may be affected by their social identity, in particular those from disadvantaged socio-economic backgrounds.

By collating this data, we hope to show that Curve welcomes talent, tenacity and a strong work ethic, regardless of social background.

**What type of school did you mainly attend between the ages of 11 and 16?**

|  |  |
| --- | --- |
| State-run or state funded school- selective on academic, faith or other grounds |  |
| State-run or state-funded school- non-selective  |  |
| Independent or fee-paying school-bursary  |  |
| Independent or fee-paying school- no bursary  |  |
| Attended school outside the UK  |  |
| Don’t know  |  |
| Prefer not to say  |  |
| Other:  |

**What is the highest level of qualifications achieved by either your parent(s) or guardian(s) by the time you were 18?**

|  |  |
| --- | --- |
| At least one degree level qualification  |  |
| Qualifications below degree level  |  |
| No formal qualifications  |  |
| Don’t know  |  |
| Not applicable |  |
| Prefer not to say |  |
| Other:  |

**If you finished school after 1980, were you eligible for Free School Meals at any point during your school years?**

|  |  |
| --- | --- |
| Modern Professional Occupations |  |
| Clerical and Intermediate |  |
| Senior Management  |  |
| Technical and Craft Occupations |  |
| Semi-Routine Manual and Service  |  |
| Routine Manual and Service  |  |
| Middle or Junior Management  |  |
| Traditional Professional |  |
| Short Term Unemployment |  |
| Long Term Unemployment  |  |
| Retired  |  |
| Not Applicable |  |
| Don’t Know |  |
| Prefer not to say  |  |
| Other- please specify………... |  |

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

**Please tell us about the occupation of your main household earner when you were aged 14. Please tick one box that best describes the sort of work your primary household earner undertook at this time – please see next page for examples of each category.**

**Modern professional occupations** such as: teacher, nurse, physiotherapist, social

worker, musician, police officer (sergeant or above), software designer.

**Clerical and intermediate occupations** such as: secretary, personal assistant,

clerical worker, call centre agent, nursery nurse.

**Senior managers or administrators** (usually responsible for planning, organising

and co-ordinating work, and for finance) such as: finance manager, chief executive.

**Technical and craft occupations** such as: motor mechanic, plumber, printer,

electrician, gardener, train driver.

**Semi-routine manual and service occupations** such as: postal worker, machine

operative, security guard, caretaker, farm worker, catering assistant, sales assistant.

**Routine manual and service occupations** such as: HGV driver, cleaner, porter,

packer, labourer, waiter/waitress, bar staff.

**Middle or junior managers** such as: office manager, retail manager, bank manager,

restaurant manager, warehouse manager.

**Traditional professional occupations** such as: accountant, solicitor, medical

practitioner, scientist, civil / mechanical engineer.

**Long term unemployed** (claimed Jobseeker’s Allowance or earlier unemployment

benefit for more than a year).