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**Equality Monitoring Form**

Tobacco Factory Theatres and The Cube Microplex work hard to ensure that people are not discriminated against. The information you give us helps us to provide fair and equal opportunities to service your needs. It also helps us to deliver the service that reflects our community. We have a legal duty to ensure that our services are fully inclusive and accessible to everyone. To make that possible we have to be aware of your different requirements.

Under the Equality Act 2010 people are protected from unlawful discrimination if they have the following protected characteristics; age, marriage and civil partnerships, race, religion and belief, sex, gender reassignment, sexual orientation, disability, pregnancy and maternity.

The information you give us will help us to make adjustments to the way we work based on facts, rather than assumptions, and importantly this ensures that money is being spent on the correct things.

It is sensible to feel protective or cautious about disclosing any personal information, but feel assured that this information will be used for monitoring purposes only and not for any other purpose. It is completely confidential and any data we hold will be stored separately from any data that could identify you personally.

We ask for details about sexual orientation, ethnicity, disability and age as this is in line with best practice guidance, published by the charity Stonewall, and requested by funders such as Arts Council England who use it to enable a more accurate cross-referencing of the workforce across their funded organisations..

You should tick the box Prefer Not To Say if you do not wish to give us this information.

Please help us find out more about the people we are reaching by completing this anonymous questionnaire. Please note, however, that the completion of this form is optional and choosing not to submit this form will not affect your application.

Thank you.

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| --- | --- |
| Where applicable, please indicate your answers with a  | **X** |

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

Age

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Male |  | Non binary |  | Prefer not to say |  |
| Female |  | My gender identity is different to that I was assumed at birth |  |

Gender

|  |  |  |  |
| --- | --- | --- | --- |
| Asian or Asian British: Bangladeshi |  | Any other cultural background |  |
| Asian or Asian British: Chinese |  | Multi Heritage: White and Asian |  |
| Asian or Asian British: Indian |  | Multi Heritage: White and Black African |  |
| Asian or Asian British: Pakistani |  | Multi Heritage: White and Black Caribbean |  |
| Any other Asian background: |  | Any other Multi Heritage background |  |
| Black or Black British: African |  | White: British |  |
| Black or Black British: Caribbean |  | White: Eastern European |  |
| Black or Black British: Somali |  | White: Gypsy |  |
| Any other Black background |  | White: Irish |  |
| Eastern: Arab |  | White: Irish or Scottish Traveller |  |
| Eastern: Iranian |  | White: Roma |  |
| Eastern: Iraqi |  | Any other White background |  |
| Eastern: Kurdish |  | Not sure |  |
| Eastern: Turkish |  | Prefer not to say |  |

Ethnicity

|  |  |  |  |
| --- | --- | --- | --- |
| Buddhist |  | Any other religion |  |
| Christian (including all Christian denominations) |  | Agnostic |  |
| Hindu |  | Atheist |  |
| Jewish |  | Belief system not related to religion |  |
| Muslim |  | Not sure |  |
| Pagan |  | Prefer not to say |  |
| Sikh |  |

Religion or

belief

|  |  |  |  |
| --- | --- | --- | --- |
| Married or Civil Partnership/ Separated |  | Single/widowed/divorced |  |
| Live with partner |  | Prefer not to say |  |
| Other |  |

Relationship

status

|  |  |  |  |
| --- | --- | --- | --- |
| Heterosexual |  | Gay |  |
| Bisexual |  | Lesbian |  |
| Other |  | Prefer not to say |  |
| Not sure |  |

Sexual orientation

(choose as many as apply)

|  |  |
| --- | --- |
| Are you pregnant at this time? |  |
| Have you recently given birth (within 26 week period) |  |
| Prefer not to say |  |

Pregnancy and Maternity

*(The Equality Act 2010 protects*

*women who are pregnant or have*

*given birth within a 26 week period.)*

|  |  |  |  |
| --- | --- | --- | --- |
| YES |  | NO |  |

Do you consider yourself to have a disability?

*(The Equality Act 2010 state a person has a disability if they have a physical or mental impairment which has a long term (12 month period) or substantial adverse effects on their ability to carry out day to day activities.)*

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| --- | --- | --- |
| Visual impairment |  |  |
| Hearing impairment/deaf/Deaf |  |  |
| Physically disabled |  |  |
| Cognitive or learning disabled |  |  |
| Mental health condition |  |  |
| Other long term/chronic conditions |  |  |
| Not sure |  |  |
| Prefer not to say |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| YES |  | NO |  | Prefer not to say |  |

Would you say you have encountered barriers

to a career in the creative industries?

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| --- |
|  |

If yes, please give more detail (optional):

What is your highest level of qualification?

|  |  |  |  |
| --- | --- | --- | --- |
| No qualifications |  | Undergraduate Degree (e.g. BA, BSc) |  |
| 1-4 O levels/CSEs/GCSEs (any grades), Entry Level, Foundation Diploma |  | Masters Degree (e.g. MA, MSc) |  |
| NVQ Level 1, Foundation GNVQ, Basic Skills |  | Doctorate Degree (e.g. PhD) |  |
| 5 or more O level passes/CSEs (grade 1)/GCSEs (grades A\* to C), School Certificate |  | NVQ level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level |  |
| 1 A Level/2-3 AS Levels/VCEs, Higher Diploma |  | Professional Qualifications (e.g. teaching, nursing, accountancy) |  |
| NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA Diploma |  | Other vocational/work-related qualifications |  |
| Apprenticeship |  | Non-UK qualifications |  |
| 2 or more A Levels/VCEs, 4 or more AS Levels, Higher School Certificate, Progression/Advanced Diploma |  | Prefer not to say |  |
| NVQ Level 3, Advanced GNVQ, City and Guilds advanced craft, ONC, OND, BTEC National RSA Advanced Diploma |  |

If applicable, how did you hear about this opportunity? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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To help us measure whether people from all parts of our community are receiving equal treatment, please share the first half of your postcode:

 Date form completed:

***Thank you for completing this form. You have contributed to helping us improve the way we work.***