

EQUALITY, DIVERSITY & INCLUSION MONITORING FORM

Bristol Old Vic is committed to ensuring that all applicants and employees are treated equally and without discrimination because of; age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion/belief, sex (gender) and sexual orientation. This form is intended to help us maintain equal opportunities, best practice, and identify barriers to workforce equality and diversity.

We're on a journey to build a workforce that is fully reflective of Bristol's population, and we particularly welcome applicants and employees who have previously been under-represented at Bristol Old Vic and in the theatre sector at large, due to the experience of barriers linked to ethnicity, class, disability, gender, geography, sexuality, age and religion.

Submission of this form indicates your explicit consent that your data may be processed in accordance with the provisions of the General Data Protection Regulation 2018 and the Theatre's Data Protection Policy.

Position applied for:

Ethnicity Monitoring

Please mark (X) the categories that apply below: These classifications are those recommended by the Commission for Racial Equality.

Note: Ethnic origin questions are not necessarily about nationality, place of birth or citizenship; they are about colour, culture, and ethnic groups; and citizens of any country may belong to any of the groups indicated.

Asian or Asian British	Bangladeshi	<input type="checkbox"/>
	Indian	<input type="checkbox"/>
	Pakistani	<input type="checkbox"/>
	Chinese	<input type="checkbox"/>
	Any other Asian background	<input type="checkbox"/>
Black or Black British	African	<input type="checkbox"/>
	Caribbean	<input type="checkbox"/>
	Any other Black, Black British, or Caribbean background	<input type="checkbox"/>
Mixed or multiple ethnic groups	White and Black Caribbean	<input type="checkbox"/>
	White and Black African	<input type="checkbox"/>
	White and Asian	<input type="checkbox"/>
	Any other Mixed or multiple ethnic background	<input type="checkbox"/>
Other ethnic group:	Arab	<input type="checkbox"/>
	Latin American	<input type="checkbox"/>
	Any other ethnic group	<input type="checkbox"/>
White	British (English, Welsh, Scottish, Northern Irish)	<input type="checkbox"/>
	Irish	<input type="checkbox"/>
	Gypsy or Irish Traveller	<input type="checkbox"/>
	Roma	<input type="checkbox"/>
	Any other White background	<input type="checkbox"/>
Not known/Prefer not to say		<input type="checkbox"/>

Please mark (X) the categories that apply below:

Age Monitoring

16-17	<input type="checkbox"/>	18-21	<input type="checkbox"/>
22-30	<input type="checkbox"/>	31-40	<input type="checkbox"/>
41-50	<input type="checkbox"/>	51-60	<input type="checkbox"/>
61-65	<input type="checkbox"/>	66-70	<input type="checkbox"/>
71+	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>

Legal Gender – What is your legal gender?

Female	<input type="checkbox"/>	Male	<input type="checkbox"/>
--------	--------------------------	------	--------------------------

Gender Identity – What is your gender identity?

Man	<input type="checkbox"/>	Woman	<input type="checkbox"/>
Non-binary	<input type="checkbox"/>	Transgender Man	<input type="checkbox"/>
Transgender Woman	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>
I prefer to self-describe:			

Sexual Orientation – How do you identify yourself?

Heterosexual/Straight	<input type="checkbox"/>	Bi-sexual	<input type="checkbox"/>
Gay Man/Homosexual	<input type="checkbox"/>	Gay Woman/Lesbian	<input type="checkbox"/>
Pansexual	<input type="checkbox"/>	Asexual	<input type="checkbox"/>
Queer	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>
I prefer to self-describe:			

Religious Belief

Christian	<input type="checkbox"/>	Muslim	<input type="checkbox"/>
Jewish	<input type="checkbox"/>	Sikh	<input type="checkbox"/>
Hindu	<input type="checkbox"/>	Buddhist	<input type="checkbox"/>
Spiritual	<input type="checkbox"/>	Athiest	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>	Agnostic	<input type="checkbox"/>
Other religion/belief (please specify):			

Disability Monitoring

The Equality Act 2010 defines a disability as a "physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities". An effect is long-term if it has lasted, or is likely to last, more than 12 months.

Under this definition, would you say you have a disability? Yes No

If you have answered Yes, please mark (X) the categories that apply below:

Visual Impairment	<input type="checkbox"/>	Hard of Hearing/deaf	<input type="checkbox"/>
Physical disabilities	<input type="checkbox"/>	Cognitive or learning disabilities	<input type="checkbox"/>
Mental health condition	<input type="checkbox"/>	Other long term/chronic condition	<input type="checkbox"/>
Neurodiverse	<input type="checkbox"/>	Not known/Prefer not to say	<input type="checkbox"/>

Neurodiversity Awareness

Neurodivergence refers to cognitive differences that deviate from what is considered 'neurotypical', or traditional, ways of processing information. Identified as different ways of thinking and experiencing the world.

Under this definition, would you say you have a Neurodivergent condition? Yes No

If you have answered Yes, please mark (X) the categories that apply below:

Autism Spectrum Disorder (ASD)	<input type="checkbox"/>	Attention Deficit Hyperactivity Disorder (ADHD)	<input type="checkbox"/>
Dyslexia	<input type="checkbox"/>	Dyscalculia	<input type="checkbox"/>
Dyspraxia	<input type="checkbox"/>	Tourette's Syndrome	<input type="checkbox"/>
Down's Syndrome	<input type="checkbox"/>	Not known/Prefer not to say	<input type="checkbox"/>

Caring Responsibilities

A carer is defined as someone who, without pay, looks after and provides help and support to a partner, child (17 or under) or relative who could not manage without their help or support. This caring responsibility could be necessary due to age, physical or mental illness, addiction, sickness or disability. We will use this information to inform our flexible working practices.

Under this definition, would you say you have caring responsibilities? Yes No

If you have answered Yes, please mark (X) the categories that apply below:

Childcare Responsibilities (daily drop off/ pick up etc.)	<input type="checkbox"/>	Care for a child with physical or mental impairment/illness	<input type="checkbox"/>	Care for a relative who lives with me	<input type="checkbox"/>	Care for a relative who does not live with me	<input type="checkbox"/>	Care for my partner	<input type="checkbox"/>
Other (please specify):									

Socio-Economic Background

The following question captures data related to socio-economic background based on guidance developed by Jerwood Arts and the Bridge Group in accordance with the National Statistics Socio-Economic Classification (NS-SEC) scheme.

Thinking back to when you were 14, which type of work best describes the main/highest income earner in your household and their main job?

Please mark (X) the category that apply below:

Modern Professional Occupations <i>E.g. Teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, actor, artist, musician, police officer (sergeant or above), software designer</i>	<input type="checkbox"/>
Clerical and Intermediate Occupations <i>E.g. secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse</i>	<input type="checkbox"/>
Senior Managers and Administrators <i>Usually responsible for planning, organising and co-ordinating work for finance such as finance managers, chief executive etc</i>	<input type="checkbox"/>
Technical and Craft Occupations <i>E.g. motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver</i>	<input type="checkbox"/>
Semi-Routine Manual and Service Occupations <i>E.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant</i>	<input type="checkbox"/>
Routine Manual and Service Occupations <i>E.g. HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff</i>	<input type="checkbox"/>
Middle or Junior Managers <i>E.g. office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican</i>	<input type="checkbox"/>
Traditional Professional Occupations <i>E.g. solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer</i>	<input type="checkbox"/>
Self-employed	<input type="checkbox"/>
Short Term Unemployed <i>Claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less</i>	<input type="checkbox"/>
Long Term Unemployed <i>Claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year</i>	<input type="checkbox"/>
Retired	<input type="checkbox"/>
Don't Know	<input type="checkbox"/>
Not Applicable	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>
Other (please specify):	