Theatre by the Lake is committed to equal opportunities in employment and it is our policy that no candidate is treated less favourably on any grounds.

The information you provide below will be treated in the strictest confidence. We use the information you provide on this form to monitor the diversity of the applications we receive as well as those whom we employ and produce statistical information on this.

Your information will remain anonymous and unconnected to your application, other than in an overall statistic representation.

We report on this to internal boards so that we can monitor our achievement against our aim of being a truly diverse organisation and take action to improve diversity if needed and we also report our statistical information to external bodies who provide funding for our theatre. These external bodies often want to see what action we’re taking to attract and retain a diverse workforce and the results as part of our application for funding.

Whilst completion of the form is not compulsory, we greatly appreciate your cooperation in completing this form.

|  |  |
| --- | --- |
| **ROLE** | Click here to enter text. |
| **GENDER** | Female (including trans woman)  Male (including trans men)  Non binary (e.g. androgyne)  Prefer not to say  Is your gender identity the same as the gender you were assigned at birth?  Yes  No  Prefer not to say |
| **AGE** | What is your age?  0-19  20-34  35-49  50-64  65-74  75+  Prefer not to say |
| **DISABILITY AND IMPAIRMENT** | Do you identify as a deaf or disabled person or do you have a long term health condition?  Yes  No  Prefer not to say |
| **NEURO-DIVERGENT** | Do you identify as neuro-divergent?  Yes  No  Prefer not to say |
| **SEXUAL ORIENTATION** | Bisexual  Gay man  Gay woman / Lesbian  Heterosexual / Straight  Queer  Prefer not to say |
| **ETHNIC ORIGIN**  **How would you describe your ethnic origin?**  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  Gypsy or Irish Traveller  Any other white background |
| White and Black Caribbean  White and Black African  White and Asian  Any other mixed background |
| Indian  Pakistani  Bangladeshi  Chinese  Any other Asian background |
| Black African  Black Caribbean  Any other Black background |
| Arab  Latin American  Any other ethnic group |
| **Prefer not to say** |
| **SOCIO-ECONOMIC DIVERSITY**  **Growing up, what was the occupation of the main/highest income earner in your household when you were 14 years of age?**  **Modern Professional Occupations**  (*E.g. Teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, actor, artist, musician, police officer (sergeant or above), software designer)*  **Clerical and Intermediate 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**  **Other – please specify:**  **Not applicable**  **Prefer not to say**  **Don’t know** | |

Thank you very much for taking the time to complete this form.