**NOTTINGHAM PLAYHOUSE - RECRUITMENT**

**EQUAL OPPORTUNITIES MONITORING FORM**

Nottingham Playhouse Trust Limited is committed to a policy of equality of opportunity in its employment practices. In particular, the Company aims to ensure that no potential or actual employee or visitor receives more or less favourable treatment on the grounds of, for example, race, colour, ethnic or national origins, marital status, sex, sexual orientation, age, disability or religious beliefs.

We wish to build an accurate picture of the diversity of our users which will help us to monitor our policy and assist in its development. It is also a requirement to report diversity statistics to our funders who want to better show the diversity, both visible and invisible, of the workforce of the sector and is line with best practice guidance. The monitoring characteristics used are as defined by the Office for National Statistics.

We would be grateful if you would complete this form and submit it with your Application Form. This form will be used solely for monitoring purposes and no one individual can ever be identified.

**Anti-Racism Action Group (ARAG), February 2025**

*Please complete both sides, ticking or marking an “X” the correct boxes*

**NAME: …………………………………………………………………………………………………….**

(You do not have to fill in your name, but if you do, it will help us to monitor those forms which have not been returned)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1. AGE:** | Under 16 |  | 16–19 |  | 20–34 |  | 35–49 |  | 50–64 |  |
|  | 65-74 |  | 75+ |  | Prefer not to say | | |  | Unknown |  |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **2. GENDER:** | Male |  | Female |  | Non-binary |  | Prefer not to say |  |
| Please tick if your gender identity is different to the sex you were assumed to be at birth: | | | | | | | |  |

**3. ETHNIC ORIGIN:** How would you describe your ethnic origin?

|  |  |  |
| --- | --- | --- |
| **Asian / Asian British:** | Bangladeshi |  |
| Indian |  |
| Pakistani |  |
| Chinese |  |
| Any Other Asian Background |  |
| **Black / African / Caribbean / Black British:** | African |  |
| Caribbean |  |
| Any Other Black / African / Caribbean Background |  |
| **Mixed / Multiple ethnic groups:** | Asian and White |  |
| Black African and White |  |
| Black Caribbean and White |  |
| Chinese and White |  |
| Any Other Mixed or Multiple Ethnic Background |  |
| **Other Ethnic Groups:** | Arab |  |
| Latin American |  |
| Any Other Ethnic Group |  |
| **White:** | English / Welsh / Scottish / Northern Irish / British |  |
| Irish |  |
| Gypsy or Irish Traveller |  |
| Any Other White Background |  |
| **Prefer not to say:** | |  |

***Please turn over***

**4. SEXUAL ORIENTATION:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Bisexual |  | Gay Man |  | Gay Woman/Lesbian |  | Heterosexual/Straight |  |
| Queer |  | Other |  | Prefer not to say |  |

**5. DISABILITY:** Do you consider that you have a disability?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Yes:** | Visual impairment |  | Mental health condition |  |
| Hearing impairment/Deaf |  | Invisible disability |  |
| Physical disability |  | Neurodiverse |  |
| Cognitive or learning disability |  | Other long term/chronic conditions |  |
| **If yes, please give any additional information which you feel would be relevant:** | | | | |
| **No:** | |  |
| **Prefer not to say:** | |  |

**6. CARING RESPONSIBILTIES:** Do you have caring responsibilities? Tick all that apply.

|  |  |
| --- | --- |
| Primary carer of a child/children (under 18) |  |
| Primary carer of a disabled child/children |  |
| Primary carer of a disabled adult (18 and over) |  |
| Primary carer of an older person/people (65 and over) |  |
| Secondary carer |  |
| None |  |
| Prefer not to say |  |

**7. SOCIO-ECONOMIC:** Which of the following categories best describes the occupation of the main/ highest earner in your household when you were age 14?

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

**8. Where did you first see or hear this post advertised?** ………………………………………….