

**Equality and Diversity Monitoring Form – please read this**

**Help us make positive changes – you matter, we value you!**

**Arts Council England says, “**We want to see an inclusive approach, remove barriers to entry, discover new talent, raise the bar for artistic excellence, inspire innovation and spark new collaborations; we want to see our stories and experiences as a nation shared across our stages, our galleries and our public spaces.**”**

Wired Aerial Theatre (WAT) want to create opportunities for all: a society in which everyone has the chance to go as far as their talent and hard work will take them, regardless of: race, religions and belief, sexual orientations, age, disability, gender (sex), gender re-assignment, marriage & civil partnership, pregnancy & maternity as well as class and economic disadvantage, that prevent people from participating in and enjoying the arts.

WAT will act to ensure its policies and services better reflect the needs of communities.

WAT is committed to increasing diversity in its workforce and as part of its NPO agreement with Arts Council England, has chosen to report specifically on three protected characteristics – **Race and ethnic background, Disability** and **Socio-Economic background**.

WAT can only target actions where they are most needed and be sure of progress made, if the company can accurately measure these three areas. Please help to do this and be part of making this positive change.

Nationwide collection of this data also provides Arts Council England with important information to approach the government for support for the arts. Please fill in this form as completely as you can.

* This is an anonymous form, you will not be asked for your name
* This information will be collected in the strictest of confidence

**Your time is very much appreciated**

**Equality and Diversity Monitoring Form**

**Please tell us what activity brings you to fill in this form for Wired Aerial Theatre:**

[ ]  Board Member

[ ]  Staff Member

[ ]  Workshop Participant

[ ]  Working Partnership

[ ]  Job applicant

[ ]  Freelance Performer

[ ]  Auditionee

[ ]  Higher Education Student

[ ]  Prefer not to say

[ ]  Other, please specify

**Which of the following best describes your current professional circumstances:**

[ ]  **Art Specialist** (directors, choreographers, producers, programmers, curators, conservators, etc., and includes artistic/museum director. This category also includes educational, marketing and audience development staff.)

[ ]  **Manager** (senior management staff, for example chief executive, executive director, finance director, chief accountant, general manager, human resources manager, legal advisor etc.)

[ ]  **Artist** (artists, dancers, actors, singers, musicians, writers, composers and designers, as well as any other producing artists)

[ ]  **Other** (Refers to both administrative and technical staff, for example finance, reception, box office or ticketing staff, and lighting or sound technicians.) Please specify

**PERSONAL DETAILS**

**Postcode:**

**Gender:**

[ ]  Male

[ ]  Female

[ ]  Transgender Man

[ ]  Transgender Woman

[ ]  Non-binary

[ ]  Prefer not to say

[ ]  Other, please specify

**Age:**

[ ]  0-19

[ ]  20-34

[ ]  35-49

[ ]  50-64

[ ]  65+

[ ]  Prefer not to say

**Please tick the marital status category that best represents you:**

[ ]  Single

[ ]  Married / Civil Partnership

[ ]  Co-habiting partner

[ ]  Divorced

[ ]  Separated

[ ]  Widowed

[ ]  Prefer not to say

**Do you have dependants? Dependants might include children, the elderly, or other people who rely on you for care.**

[ ]  Yes

[ ]  No

**DIVERSITY:**

Please tick the ethnic category that best represents you. As you make your decision, please think about what ethnic group means to you, that is how you see yourself.

Your ethnicity is a mixture of culture, religion, skin colour, language and the origins of yourself and your family. It is not the same as nationality.

**White**

[ ]  British

[ ]  English

[ ]  Irish

[ ]  Gypsy or Irish Traveller

[ ]  Welsh

[ ]  Scottish

[ ]  Northern Irish

[ ]  Any other White background. Please state:

**Asian or Asian British**

[ ]  Bangladeshi

[ ]  Indian

[ ]  Pakistani

[ ]  Chinese

[ ]  Any other Asian background. Please state:

**Black or Black British**

[ ]  Black African

[ ]  Black Caribbean

[ ]  Any other Black background. Please state:

**Other ethnic group**

[ ]  Arab

[ ]  Middle Eastern

[ ]  LatinX

[ ]  Any other ethnic group. Please state:

**Dual Heritage**

[ ]  Dual Asian and White

[ ]  Dual Black African and White

[ ]  Dual Black Caribbean and White

[ ]  Dual Chinese and White

[ ]  Any other dual background. Please state:

**Do you consider yourself to have a disability (hidden or not)?**

[ ]  Yes

[ ]  No

[ ]  Prefer not to say

If yes, please state the nature of the (hidden) disability:

**Please tick the sexual orientation category that best represents you:**

[ ]  Lesbian / Gay Woman

[ ]  Gay Man

[ ]  Bisexual

[ ]  Queer

[ ]  Heterosexual / Straight

[ ]  Prefer not to say

[ ]  Other, please specify

**Please tick the religious category that best represents you:**

[ ]  None

[ ]  Atheism

[ ]  Christianity

[ ]  Judaism

[ ]  Islam

[ ]  Buddhism

[ ]  Sikhism

[ ]  Hindu

[ ]  Prefer not to say

[ ]  Other, please specify

**SOCIO-ECONOMIC BACKGROUND:**

**Parental Occupation:**

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

[ ]  **Modern Professional Occupation** (such as partner, teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer)

[ ]  **Clerical / Intermediate Occupation** (such as secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse)

[ ]  **Senior Managers / Administrators** (usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive)

[ ]  **Technical and Craft** (such as motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver)

[ ]  **Semi-routine Manual & Service** (such as postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant)

[ ]  **Routine Manual / Service** (such as HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff)

[ ]  **Middle / Junior Managers** (such as office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican)

[ ]  **Traditional Professional** **Occupation** (such as accountant, solicitor, 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**

[ ]  Not known

[ ]  Not applicable

[ ]  Prefer not to say

[ ]  Other – Please specify:

Thinking back to when you were aged about 14, did the main/highest income earner in your household work as an employee or were they self-employed?

[ ]  Employee

[ ]  Self-employed with employees

[ ]  Self-employed / freelancer without employees

[ ]  Not working

[ ]  Not known

[ ]  Not applicable

[ ]  Prefer not to say

[ ]  Other, please specify

If the highest income earner in your household was employed when you were aged 14, how many people worked for their employer? If they were self-employed and employed other people, how many people did they employ?

[ ]  1-24

[ ]  25 or more

[ ]  Not known

[ ]  Not applicable

[ ]  Prefer not to say

If the highest income earner in your household was employed when you were aged 14, did they supervise any other employees? A supervisor is responsible for overseeing the work of other employees on a day-to-day basis.

[ ]  Yes

[ ]  No

[ ]  Not known

[ ]  Not applicable

[ ]  Prefer not to say

**Free School Meals**:

If you finished school after 1980, were you eligible for Free School Meals at any point during your school years? Free School Meals are a statutory benefit available to school-aged children from families who receive other qualifying benefits and who have been through the relevant registration process. It does not include those who receive meals at school through other means (e.g. boarding school).

[ ]  Yes

[ ]  No

[ ]  Not known

[ ]  Not applicable (finished school before 1980 or went to school overseas)

[ ]  Prefer not to say

**Type of Secondary School Attended**

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

[ ]  Not known

[ ]  Not applicable

[ ]  Prefer not to say

[ ]  Other, please specify

**Parental Qualification**

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

[ ]  At least one has a degree level qualification

[ ]  Qualifications below degree level

[ ]  No formal qualifications

[ ]  Not known

[ ]  Not applicable

[ ]  Prefer not to say

[ ]  Other, please specify

**THANK YOU VERY MUCH FOR COMPLETING THIS FORM**