

**Equalities Monitoring Form**

Illumine Theatre is committed to equal opportunities and in order to monitor our performance, we ask you to complete this monitoring form. The information given will be kept confidential and will be used for monitoring purposes only. The data is used anonymously for reporting on performance.

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| **Name:** |   |
| **Production/Project:** |   |
| **Your role:** |   |

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| **How old are you?** |  |

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| **Choose the option that is most accurate for you:** |
| I can speak Welsh |[ ]   | I don’t speak Welsh |[ ]   |
| I’m learning Welsh |[ ]   | I’d prefer not to say |[ ]   |
| Other |[ ]   | Specify if you wish ………………………………….. |  |  |

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| **What is your gender?** |
| Male | [ ]  | Female | [ ]  | Non-binary | [ ]  | Other |  [ ]  |
| **Is your gender identity the same as the gender assigned to you at birth?** |
| Yes [ ]  |  No [ ]  | I’d prefer not to say [ ]  |

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| **What is your sexual orientation?** |
| Heterosexual |[ ]   | Gay man |[ ]   |
| Bisexual |[ ]   | Lesbian / Gay woman |[ ]   |
| Other |[ ]   | Specify if you wish ………………………………….. |
| I’d prefer not to say |[ ]   |  |

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| **Do you consider yourself to be disabled, D/deaf, or have a long term health condition?** |
| The Equality Act 2010 defines a disabled person as someone who has a physical or mental impairment, which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. |
| Yes [ ]  | No [ ]  | I’d prefer not to say [ ]  |
| If yes, please note the nature of your disability below, if you wish:  |

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| **What is your nationality?** |
| Welsh |[ ]   | English |[ ]   |
| British |[ ]   | Irish (Northern Ireland) |[ ]   |
| Scottish |[ ]   | Irish |[ ]   |
| Other |[ ]   | Specify if you wish ………………………………….. |  |  |
| I’d prefer not to say |[ ]   |  |  |  |

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| **What is your ethnicity?** |
| **White:** |  |  | **Asian** |  |  |
| Any White background |[ ]   | Indian |[ ]   |
| **Mixed / Multiple ethnic groups:** |  |  | Pakistani |[ ]   |
| White and Black Caribbean |[ ]   | Bangladeshi |[ ]   |
| White and Black African |[ ]   | Chinese |[ ]   |
| White and Asian |[ ]   | Any other Asian background |[ ]   |
| Any other Mixed / Multiple ethnic background |[ ]   | Specify if you wish ………………………………….. |
| Specify if you wish ………………………………….. |  |  |  |  |
| **Black:** |  |  | **Other ethnic group** |  |  |
| Caribbean |[ ]   | Arab |[ ]   |
| African |[ ]   | Gypsy or Irish Traveller |[ ]   |
| Any other Black background |[ ]   | Any other ethnic group |[ ]   |
| Specify if you wish ………………………………….. |  | Specify if you wish ………………………………….. |  |  |
| **I’d prefer not to say** |[ ]   |  |

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| **Religion or belief** |
| No religion |[ ]   | Christianity (all denominations) |[ ]   |
| Buddhist |[ ]   | Hindu |[ ]   |
| Jewish |[ ]   | Muslim |[ ]   |
| Sikh |[ ]   | I’d prefer not to say |[ ]   |
| Other |[ ]   | Specify if you wish ………………………………….. |  |  |

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| **Socio-economic background** |
| The arts sector has started to look for ways to address socio-economic inequality alongside the characteristics protected by The Equality Act 2010. To improve the sector's ability to address this, it is important to capture information about people's backgrounds. We would therefore like to ask you a few questions about you and your parents or caregivers. The questions and categories below are matched with the Labour Force Survey. |

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| * **Which type of school did you attend for the most time between the ages of 11 - 16?**
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| A state run or funded school – non-selective |[ ]   | A state run or funded school – selective |[ ]   |
| Independent/fee paying school |[ ]   | Independent/fee paying school on a scholarship |[ ]   |
| Not applicable |[ ]   | Don’t know |[ ]   |
| I’d prefer not to say |[ ]   | Other (please specify):  |

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| * **If you finished school after 1980, were you eligible for Free School Meals at any point during your school years?**
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| Yes |[ ]   | Not applicable (finished school before 1980 or went to school overseas) |[ ]   |
| No |[ ]   |  |  |  |
| I’d prefer not to say |[ ]   | Don’t know |[ ]   |

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| * **What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?**
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| Secondary school level (GCSE, O Level, Certificate of Secondary Education) |[ ]   | Further education (AS, A-Level, Diploma or NVQ Level 2/3) |[ ]   |
| Higher Education (Graduate) |[ ]   | Higher Education (Postgraduate and Doctorate) |[ ]   |
| ESOL/Literacy qualification |[ ]   | Vocational Training |[ ]   |
| No formal qualifications |[ ]   | Not applicable |[ ]   |
| I’d prefer not to say |[ ]   | Don’t know |[ ]   |
| Other (please specify):  |

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| * **Think about your parent(s) or other primary caregiver when you were around 14 years old. What was the occupation of your main household earner when you were aged 14?**
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| **Routine manual and service occupations** e.g. HGV driver, van driver, cleaner, labourer, porter, waitress/waiter, bar staff. |[ ]   |
| **Semi-routine manual and service occupations** e.g. postal worker, security guard, machine worker, caretaker, farm worker, catering assistant, receptionist, sales assistant |[ ]   |
| **Technical and craft occupations** e.g. fitter, vehicle mechanic, plumber, printer, electrician, gardener, train driver |[ ]   |
| **Clerical and intermediate occupations** e.g. secretary, nursery nurse, clerical worker, office clerk, call centre agent, auxiliary nurse |[ ]   |
| **Middle or junior managers** e.g. office manager, warehouse manager, bank manager, restaurant manager, publican |[ ]   |
| **Modern professional occupations** e.g. teacher, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer |[ ]   |
| **Traditional professional occupations** e.g. accountant, solicitor, scientist, medical practitioner, civil or mechanical engineer |[ ]   |
| **Senior managers and administrators** e.g. finance manager, chief executive director |[ ]   |
| Not applicable |[ ]   |
| Don’t know |[ ]   |
| I’d prefer not to say |[ ]   |
| Other (Please specify):  |[ ]   |