

# New Vic Theatre Equal Opportunities Monitoring Form

The New Vic is committed to promoting theatre as an activity for all.

In order to achieve this, the New Vic undertakes to ensure that all job applicants, employees and participants are treated equally and encouraged to develop and maximise their true potential irrespective of their background.

The questionnaire is not obligatory but, by completing it, you will help us monitor the effectiveness of our equal opportunities policies.

The questions and categories below are issued by Arts Council England. They used the following sources in creating these categories: the Office for National Statistics for ethnicity categories; the recognised social model for disability categories and best practice guidance published by Stonewall for sexuality categories.

The information provided will be detached from your application by a member staff not involved in the selection process and used for monitoring purposes only.

**Tell us if you need this form in another format e.g. in large print.**

## **Gender**

- Female
- Male
- Intersex
- I prefer not to answer this question

## **Gender Identity**

- Woman
- Man
- Non-binary
- In another way
- Not applicable
- I prefer not to answer this question

Is this the same gender as you were assigned at birth     Yes     No

## **Age**

- 0-19 years
- 20-34 years
- 35-49 years
- 50-64 years
- 65-74 years
- 75+
- Prefer not to say

## **Neurodiversity & Disability**

We welcome and support applications from applicants with a disability as currently this group is under represented across our workforce.

- A disability is a physical or mental impairment that has a substantial and long-term negative effect on your ability to do normal daily activities.
- Neurodiversity refers to the natural range of differences in human brain function, but in a workplace context, it's an area of diversity and inclusion that refers to alternative thinking styles, such as dyslexia, autism, ADHD and dyspraxia.
- A long-term health condition may be a medical condition that you were born with or one that has developed over time which does not cause a substantial or long-term negative effect on your ability to do normal daily activities.

Which of the following do you identify as:

- D/deaf and/or disable or have a long-term health condition
- Non-disabled
- Neurodivergent
- I prefer not to answer this question

## **Ethnicity**

### **Asian or Asian British**

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background

### **Black or Black British**

- Black African
- Black Caribbean
- Any Other Black background

### **Mixed Background**

- White & Black Caribbean
- White & Black African
- White & Asian
- Any other Mixed background

### **White / White British**

- White British
- White Irish
- Gypsy, Roma or Irish Traveller
- Any other White background

### **Other Ethnic Groups**

- Arab
- Latin American
- Other ethnic group

### **Non-Specified**

- I prefer not to answer this question

## **Sexual Orientation**

- Bisexual
- Gay Man
- Gay Woman/Lesbian
- Heterosexual/Straight
- Queer
- In another way
- I prefer not to say

## **Socio Economic Background**

Which of the following categories best describes the occupation of the main/highest earner in your household when you were age 14?

- Modern Professional Occupations**  
(eg teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, actor, artist, musician, police officer (sergeant or above), software designer)
- Routine Manual & Service Occupations**  
(eg HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiting staff, bar staff)
- Clerical & Intermediate Occupations**  
(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 Occupations**  
(eg solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer)
- Technical & Craft Occupations**  
(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 Occupations**  
(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**
- Not applicable**
- I don't know**
- I prefer not to say**
- Other, please specify**  
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## **Current Socio Economic Status**

Which of the following categories best describes the alignment of your current occupation (ie outside of your role on the board)?

- Modern Professional Occupations**  
(eg teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, actor, artist, musician, police officer (sergeant or above), software designer)
- Routine Manual & Service Occupations**  
(eg HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiting staff, bar staff)
- Clerical & Intermediate Occupations**

(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 Occupations**

(eg solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer)

**Technical & Craft Occupations**

(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 Occupations**

(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**

**Not applicable**

**I don't know**

**I prefer not to say**

**Other, please specify**

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**Rehabilitation of Offenders**

Do you have any unspent conditional cautions or convictions under the Rehabilitation of Offenders Act 1974? YES  NO

***(for roles that require an enhanced DBS check only)***

Do you have any adult cautions (simple or conditional) or spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020? ( YES  NO

If your answer is YES, please give details on a separate sheet of any unspent convictions you are required to disclose under the Rehabilitation of Offenders Act 1974. Please contact us if you require further clarification or if you would like a copy of our policy for rehabilitation of offenders. This information will be treated in the strictest confidence.

**Permission to Work in the UK**

If you are a citizen from the United Kingdom, Switzerland or one of the following European Economic Area (EEA) countries, you currently have the right to work in the UK. For EEA and Swiss nationals commencing employment from January 2021, you will need to either have successfully applied under the EU Settlement Scheme (EUSS) for settled or pre-settled status or be eligible for a visa under the new UK immigration system. Irish nationals are not required to apply through the EUSS and will continue to have the legal right to work in the UK under the Common Travel Area rights and privileges.

Are you able to legally work in the UK?    YES     NO

Successful candidates will be required to provide evidence of the right to be employed in the UK. If you have any questions about your status to at the New Vic, please get in touch with our Administration team.

Thank you for completing the form. We would appreciate hearing your feedback on this form, if you have any.

*This form will be processed in accordance with the data protection legislation, further details can be found in the Privacy Notice for employees which can be found in the New Vic Policies Booklet issued with your employment documentation.*