

EQUALITY AND DIVERSITY MONITORING

High Peak Theatre Trust Ltd (HPPT) believes that there should be no discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and socio-economic backgrounds. HPPT will take appropriate steps to ensure that all staff, applicants, participants, creatives, and actors are reviewed on the basis of ability.

Monitoring

HPPT believes that it is important to promote equal employment opportunities for all. In order to assist us with monitoring, we would be grateful if you would provide details of your age, nationality, ethnic origin, sex, gender identity, marital status, disability, religion, belief, sexual orientation and socio-economic background.

All information provided on this form will be treated in strictest confidence and only used for statistical monitoring. Accessibility is strictly limited in accordance with GDPR (General Data Protection Regulations, 2016), as laid out in our privacy notices and Data Protection Policy.

AGE

What is your age? Please mark 'X' in one box only

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

NATIONALITY

Please specify:

DISABILITY OR IMPAIRMENT

A disabled person is defined under the Equality Act 2010 as someone with a **'physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.'**

Do you consider yourself to be disabled under the Equality Act 2010? Please mark 'X' in the appropriate box.

- Yes No Prefer not to say Don't Know

If **YES**, please answer the following question; otherwise proceed to the next section.

Please indicate by marking 'X' in the appropriate box, mark all that apply.

- | | |
|--|---|
| <input type="checkbox"/> Hearing impairment | <input type="checkbox"/> Reduced physical capacity |
| <input type="checkbox"/> Visual impairment | <input type="checkbox"/> Severe disfigurement |
| <input type="checkbox"/> Speech impairment | <input type="checkbox"/> Learning difficulties (e.g. dyslexic) |
| <input type="checkbox"/> Mobility impairment | <input type="checkbox"/> Mental ill health |
| <input type="checkbox"/> Physical co-ordination difficulties | <input type="checkbox"/> Progressive conditions, e.g. cancer, HIV |
| <input type="checkbox"/> Other (please specify) | |

REASONABLE ADJUSTMENTS

The Equality Act 2010 requires all employers to make reasonable adjustments for those who are defined as disabled under the Equality Act 2010.

High Peak Theatre Trust Ltd uses the social model to inform disability action planning. This means concentrating on the environment, removing barriers wherever possible that get in the way of a disabled person from doing their job - do you require any reasonable adjustments to be put in place?

Please specify in the box below:

REASONABLE ADJUSTMENTS

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	<input type="checkbox"/> British <input type="checkbox"/> Irish <input type="checkbox"/> Gypsy or Irish traveller <input type="checkbox"/> Any other white background
Mixed	<input type="checkbox"/> White and Black Caribbean <input type="checkbox"/> White and Black African <input type="checkbox"/> White and Asian <input type="checkbox"/> Any other Asian background
Asian/Asian British	<input type="checkbox"/> Indian <input type="checkbox"/> Pakistani <input type="checkbox"/> Bangladeshi <input type="checkbox"/> Chinese <input type="checkbox"/> Any other Asian background
Black/Black British	<input type="checkbox"/> African <input type="checkbox"/> Caribbean <input type="checkbox"/> Any other black background
Other	<input type="checkbox"/> Arab <input type="checkbox"/> Any other Ethnic group <input type="checkbox"/> Prefer not to say <input type="checkbox"/> Not known

GENDER IDENTITY

- Female Male Non- Binary Prefer not to say

Is your gender the same as the gender you were assigned at birth? Yes No Prefer not to say

SEXUAL ORIENTATION

Which group do you most identify with? The options are listed alphabetical order. Please mark 'X' in one box only:

- Bi-Sexual Gay woman/Lesbian Gay man
 Heterosexual/Straight Prefer not to say If not any of the above, please specify

RELIGION OR BELIEF

What is your religion or belief (including non-belief)? Please mark 'X' in the box below as appropriate.

- | | |
|---|---|
| <input type="checkbox"/> Agnostic | <input type="checkbox"/> Muslim |
| <input type="checkbox"/> Atheist | <input type="checkbox"/> Pagan |
| <input type="checkbox"/> Baha'i | <input type="checkbox"/> Sikh |
| <input type="checkbox"/> Buddhist | <input type="checkbox"/> Rastafarian |
| <input type="checkbox"/> Christian – Catholic | <input type="checkbox"/> Scientologist |
| <input type="checkbox"/> Christian – Protestant | <input type="checkbox"/> Shinto |
| <input type="checkbox"/> Christian – Other | <input type="checkbox"/> Zoroastrian |
| <input type="checkbox"/> Hindu | <input type="checkbox"/> No religion or belief |
| <input type="checkbox"/> Humanism | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Jain | <input type="checkbox"/> Any other religion or belief |
| <input type="checkbox"/> Jewish | Please specify, if you wish |

SOCIO ECONOMIC BACKGROUND

Socio-background is not a “protected characteristic” under the Equality Act 2010, We have included it as we consider it important the experiences of groups of people whose life chances may be affected by their social identity, in particular those from disadvantaged socio-economic backgrounds.

By collating this data, we hope to show that Buxton Opera House welcomes talent, tenacity and a strong work ethic, regardless of social background.

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
- Don't know
- Prefer not to say
- Other:

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

- At least one degree level qualification
- Independent or fee-paying school-bursary
- Qualifications below degree level
- No formal qualifications
- Don't know
- Prefer not to say
- Other:

If you finished school after 1980, were you eligible for Free School Meals at any point during your school years?

- Yes
- No
- Not applicable (finished school before 1980 or went to school abroad)
- Independent or fee-paying school- no bursary
- Don't know
- Prefer not to say

Please tell us about the occupation of your main household earner when you were aged 14. Please tick one box that best describes the sort of work your primary household earner undertook at this time – please see next page for examples of each category.

Modern Professional Occupations

Clerical and Intermediate

Senior Management

Technical and Craft Occupations

Semi-Routine Manual and Service

Routine Manual and Service

Middle or Junior Management

Traditional Professional

Short Term Unemployment

Long Term Unemployment

Retired

Not Applicable

Don't Know

Prefer not to say

Other – please specify

Modern professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer.

Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, call centre agent, nursery nurse.

Senior managers or administrators (usually responsible for planning, organising and co-ordinating work, and for finance) such as: finance manager, chief executive.

Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.

Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant.

Routine manual and service occupations such as: HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.

Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager.

Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.

Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).