

Confidential Equal Opportunities Form

At ThirdSpace Theatre, we are committed to ensuring that everything we do reflects diversity and supports equal opportunities. TST would like your help to successfully monitor the effectiveness of this policy by providing the information requested below. This information is confidential, anonymous and will be processed in accordance with our Privacy Policy.

We recruit employees against the job requirements, person specification and general suitability for the role they are applying for, regardless of their race, religion, age, gender, sexual orientation, disability status, socio-economic background or any other dimension of diversity.

(please tick ✔ the boxes below in every category that apply to you)

### Do you have an impairment, health condition, or learning difference that has a substantial impact on your ability to carry out day-to-day activities and has lasted, or is expected to last, at least 12 months?

Under the Equality Act 2010, a person is considered to have a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. 'Substantial' is defined by as 'more than minor or trivial'.

| Learning difference such as dyslexia, dyspraxia or AD(H)D |  |
| --- | --- |
| Social/communication conditions such as a speech and language impairment or an autistic spectrum condition |  |
| Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy |  |
| Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety |  |
| Physical impairment (a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, lifting or carrying) |  |
| D/deaf or have a hearing impairment |  |
| Blind or have a visual impairment uncorrected by glasses |  |
| Development condition that you have had since childhood which affects motor, cognitive, social and emotional skills, and speech and language |  |
| No known impairment, health condition or learning difference |  |
| An impairment, health condition or learning difference not listed above |  |

### What is your ethnicity or ethnic group?

| Asian - Bangladeshi or Bangladeshi British |  |
| --- | --- |
| Asian - Chinese or Chinese British |  |
| Asian - Indian or Indian British |  |
| Asian - Pakistani or Pakistani British |  |
| Any other Asian background |  |
| Black - African or African British |  |
| Black - Caribbean or Caribbean British |  |
| Any other Black background |  |
| Mixed or multiple ethnic groups - White or White British and Asian or Asian British |  |
| Mixed or multiple ethnic groups - White or White British and Black African or Black African British |  |
| Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British |  |
| Any other Mixed or Multiple ethnic background |  |
| White - English, Scottish, Welsh, Northern Irish or British |  |
| White - Gypsy or Irish Traveller |  |
| White - Irish |  |
| White - Roma |  |
| Any other White background |  |
| Arab |  |
| Any other ethnic background |  |
| Not known |  |
| Prefer not to say |  |

### What is your religion or belief?

| No religion |  |
| --- | --- |
| Buddhist |  |
| Christian |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| Any other religion or belief |  |
| Prefer not to say |  |

### Which of the following best describes your sexual orientation?

| Bisexual |  |
| --- | --- |
| Gay or lesbian |  |
| Heterosexual or straight |  |
| Other sexual orientation |  |
| Prefer not to say |  |

### What is your sex?

| Male  |  |
| --- | --- |
| Female |  |
| Other |  |

### Is the gender you identify with the same as your sex registered at birth?

| Yes |  |
| --- | --- |
| No |  |
| Prefer not to state |  |

## Socio-economic background

ThirdSpace Theatre aims to improve socio-economic diversity and inclusion across the organisation and in doing so, improve social mobility. We want to create a workplace that embraces the talents of all its employees, members, and associated people, regardless of their background.

### What type of school did you mainly attend between the ages 11 and 16?

| A state-run or state-funded school |  |
| --- | --- |
| Independent or fee-paying school |  |
| Independent or fee-paying school, where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there |  |
| Attended school outside the UK |  |
| Don’t know |  |
| Prefer not to say |  |

### Please think about the parent or other care-giver who was the highest income earner in your house when you were around 14 years old. What kind of work did they do? If this question does not apply to you (because for example, you were in care at this time), you can indicate this below.

| Modern professional & traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer. |  |
| --- | --- |
| Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager. |  |
| Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse. |  |
| Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver. |  |
| Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff. |  |
| Long-term unemployed (claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year). |  |
| Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner. |  |
| Other such as: retired, this question does not apply to me, I don’t know. |  |
| Prefer not to say |  |

### In what region or nation are you based?

| London |  |
| --- | --- |
| South East |  |
| South West |  |
| West Midlands |  |
| East Midlands |  |
| Yorkshire & Humber |  |
| North East |  |
| Cumbria & North West |  |
| Highlands & Islands |  |
| Central Scotland |  |
| South of Scotland/Borders |  |
| Northern Ireland |  |
| Wales |  |
| Outside of UK & Northern Ireland |  |