**Monitoring Form for Equal Opportunity**

The Young Vic has a deep commitment to representation, in the shows we create and present as well as in the people we work with. We know that UK theatres have a long way to go to engage with and speak to the full range of experience of the people living in this country. We want to do what we can to change that.

To help us to be as representative as possible, in our programming as well as in the makeup of our organisation, we collect information about everyone who applies to work with us.

Our aim is to embrace diversity, difference, ambition and excellence. To achieve this, it is useful for us to know a certain amount about who you are. Whatever you tell us will be confidential.

**1. Gender** (this is inclusive of all genders, for example female, male, agender, trans, non-binary, genderqueer)

I would describe myself as \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**2. Ethnic Identity**

I would describe myself as \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

For the purposes of Arts Council England reporting we would also ask that you fill in the categories below. (Please mark with an x as appropriate - you can mark more than one)

|  |
| --- |
| **Black / Black British: (Mark with x)**  |
| African  |   |
| Caribbean |   |
| None of the above, please specify: |
| **East Asian / East Asian British / South East Asian / South East Asian British:** |
| Chinese |   |
| Japanese |   |
| Korean |   |
| None of the above, please specify: |
| **Middle Eastern / Middle Eastern British / North African / North African British:** |
| Arab |   |
| None of the above, please specify: |
| **Mixed / Mixed British:** |
| Black African and White  |   |
| Black Caribbean and White  |   |
| East Asian and White |   |
| South Asian and White |   |
| None of the above, please specify: |

|  |
| --- |
| **South Asian / South Asian British:** |
| Bangladeshi |   |
| Indian |   |
| Pakistani |   |
| None of the above, please specify: |
| **White / White British:** |
| English |   |
| Irish |   |
| Irish Traveller |   |
| Northern Irish |   |
| Roma / Romani / Roma Traveller / Romani Traveller |   |
| Scottish |   |
| Welsh |   |
| None of the above, please specify: |
|   |
| None of the above, please specify: |

**3.** **Sexual Orientation** (this is inclusive of all sexualities, for example lesbian, gay, bisexual, pansexual, asexual, queer, questioning, heterosexual)

 I would describe myself as \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**4. Disability** (a disability is defined as a physical or mental impairment that has a substantial and long term adverse effect on a person’s ability to carry out normal day-to-day activities)

Do you consider yourself to have a disability? [ ]  Yes [ ]  No

Please let us know if there are reasonable adjustments we need to consider making if you are invited to interview for this post, for example access to interview rooms, alternative equipment, hearing loop etc:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**5. Socio-economic Background** (this is often defined as working class, middle class, upper class, but please don’t feel limited by these definitions.)

I would describe myself as

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**6.**

For the purposes of Arts Council England reporting we would also ask that you fill in the categories below in order to best describe the type of occupation undertaken by the highest earning parent or carer in your household when you were approximately 14 years of age:

(Please mark with an x as appropriate)

|  |  |  |  |
| --- | --- | --- | --- |
| **Occupation** | **X** | **Occupation** | **X** |
| Modern Professional Occupations |   | Traditional Professional Occupations |  |
| Clerical and Intermediate Occupations |   | Short Term Unemployed |  |
| Senior Managers and Administrators |   | Long Term Unemployed |  |
| Technical and Craft Occupations |   | Retired |  |
| Semi-Routine Manual and Service Occupations |   | Not applicable |  |
| Routine Manual and Service Occupations |   | Don’t know |  |
| Middle or Junior Managers |   | Prefer not to say |  |
| None of the Above, please specify:  |

**7. Where did you hear about this job?** (this might be word of mouth, social media, Young Vic website, email distribution group etc.)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

We welcome any thoughts and comments regarding this form.

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The information you provide will be anonymised and kept on file for reporting purposes.

For any successful candidates applying for roles, the equal opportunities form will be retained in order for us to report to Arts Council England on an annual basis.

Please return this form to recruitment@youngvic.org