



## LEICESTER THEATRE TRUST

### EQUALITY AND DIVERSITY MONITORING

Curve is an inclusive organisation and believes that everyone who works with, and for, our theatre should be valued and treated with dignity. We value equality and diversity and recognise that there is a difference between them. We understand equality as the protection of certain groups of staff from unfair treatment and diversity recognises and values the differences people have, such as appearance, social class or working patterns. We will take appropriate steps to ensure that all staff, board members, applicants, participants, creatives and actors are reviewed on the basis of ability.

#### Monitoring

Leicester Theatre Trust believes that it is important to promote equal opportunities for all. In order to assist us with monitoring, we would be grateful if you would provide details of your age, nationality, disability/impairment, ethnic origin, gender identity, sexual orientation, religion, belief, 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 '✓' in one box only

0 - 19	<input type="checkbox"/>	20 - 34	<input type="checkbox"/>
35 - 49	<input type="checkbox"/>	50 - 64	<input type="checkbox"/>
65 - 74	<input type="checkbox"/>	75+	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>		

### 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.'**

LTT is committed to the Social Model of Disability; its basic principle being that people with impairments are disabled by society and its structures, organisational practices and barriers in the environment.

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**Do you consider yourself to be disabled under the Equality Act 2010?**

**Please mark '✓' in the appropriate box.**

Yes  No

Prefer not to say  Don't know

Some people who have an impairment and meet the definition still do not want to identify with the word "disabled". If this is the case, or if you have answered YES above, please answer the following question; otherwise proceed to the next section.

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

- A**  Hearing impairment
- B**  Visual impairment
- C**  Speech impairment
- D**  Mobility impairment
- E**  Reduced physical capacity
- F**  Severe disfigurement
- G**  Neurodiverse conditions including autism, attention deficit hyperactivity disorder (ADHD), dyslexia, dyspraxia (physical co-ordination difficulties), tourette syndrome and complex tic disorders
- H**  Mental ill health
- I**  Progressive conditions, e.g. cancer, HIV
- J**  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.

Leicester 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:

## ETHNIC ORIGIN

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**

British	<input type="checkbox"/>
Irish	<input type="checkbox"/>
Gypsy or Irish traveller	<input type="checkbox"/>
Any other white background	<input type="checkbox"/>

**Mixed**

White and Black Caribbean	<input type="checkbox"/>
White and Black African	<input type="checkbox"/>
White and Asian	<input type="checkbox"/>
Any other Asian background	<input type="checkbox"/>

**Asian/Asian British**

Indian	<input type="checkbox"/>
Pakistani	<input type="checkbox"/>
Bangladeshi	<input type="checkbox"/>
Chinese	<input type="checkbox"/>
Any other Asian background	<input type="checkbox"/>

**Black/Black British**

African	<input type="checkbox"/>
Caribbean	<input type="checkbox"/>
Any other black background	<input type="checkbox"/>

**Other**

Arab	<input type="checkbox"/>
Latin American	<input type="checkbox"/>
Any other Ethnic group	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>
Not known	<input type="checkbox"/>

## 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 '✓' in **one** box only:

- |                       |                          |
|-----------------------|--------------------------|
| Bi-Sexual             | <input type="checkbox"/> |
| Gay woman/Lesbian     | <input type="checkbox"/> |
| Gay man               | <input type="checkbox"/> |
| Heterosexual/Straight | <input type="checkbox"/> |
| Queer                 | <input type="checkbox"/> |
| Prefer not to say     | <input type="checkbox"/> |

If not any of the above, please specify:

## RELIGION OR BELIEF

### What is your religion or belief (including non-belief)?

Please mark '✓' in the box below as appropriate.

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

Please specify below, 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 Curve 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
- Qualifications below degree level
- No formal qualifications
- Don't know
- Not applicable
- 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)
- Don't know
- Prefer not to say

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**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 below for examples of each category.**

- |                                 |                          |
|---------------------------------|--------------------------|
| Modern Professional Occupations | <input type="checkbox"/> |
| Clerical and Intermediate       | <input type="checkbox"/> |
| Senior Management               | <input type="checkbox"/> |
| Technical and Craft Occupations | <input type="checkbox"/> |
| Semi-Routine Manual and Service | <input type="checkbox"/> |
| Routine Manual and Service      | <input type="checkbox"/> |
| Middle or Junior Management     | <input type="checkbox"/> |
| Traditional Professional        | <input type="checkbox"/> |
| Short Term Unemployment         | <input type="checkbox"/> |
| Long Term Unemployment          | <input type="checkbox"/> |
| Retired                         | <input type="checkbox"/> |
| Not Applicable                  | <input type="checkbox"/> |
| Don't Know                      | <input type="checkbox"/> |
| Prefer not to say               | <input type="checkbox"/> |
| Other – please specify          | <input type="text"/>     |

**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).