

Photoworks Equal Opportunities Monitoring Form

Photoworks are committed to equal opportunities, with the aim of ensuring that everyone engaging in our programme as an audience member, an artist, or those joining us for employment, receives fair treatment and we positively encourage applications from everybody regardless of age, disability, race, sex, gender reassignment, sexual orientation, religion or belief, marriage and civil partnership and caring status.

Why do we collect Equal Opportunities Monitoring data?

The information you provide us as part of this opportunity (if you would like to) helps us track and measure performance and progress towards our equality and diversity goals and in promoting inclusion. The information collected will help us to identify disparities in outcomes and experiences between groups, identify trends over periods of time, to investigate the reasons for these differences and put suitable actions in place. To help us achieve this aim we ask you to complete this monitoring form. We collate equality information on age, location, disability, race, sex, gender reassignment, sexual orientation, religion or belief, caring status and socio-economic background. The request for this information and how it is used is within the scope of the Data Protection Act 1998 which allows for the collation and reporting of sensitive data for monitoring purposes.

What do we do with the information?

The personal data that you give us on this form will not be viewed with your application and will only be used anonymously for the purposes of evaluating, reporting and marketing analysis. It will only ever be shared in its aggregated anonymous form. For each compulsory question, there is an option of 'prefer not to say'. Please refer to the Photoworks website for more details of how we look after your data.

Updating this form

We are committed to staying up to date with best practice and continually evolving our approach. We have recently updated this Monitoring Form and are piloting changes in the following areas: added 'England' in front of English regions; added 'LatinX' under ethnic background; added options to questions on socio-economic background. We welcome feedback on these changes and any other aspects of the form, please email info@photoworks.org.uk.

Monitoring Information

Current Location

England – East of England

England – East Midlands

England – London

England – North East

England – North West

England – South East

England – South West

England – West Midlands

England – Yorkshire and the Humber

Northern Ireland

Scotland

Wales

Prefer not to say

Outside the UK, please state country _____

What is your age range?

- 18-24
- 25--34
- 35--44
- 45--54
- 55--64
- 65+
- Prefer not to say

How would you describe your ethnicity?

- Arab
- Asian or British Asian - Indian
- Asian or British Asian - Pakistani
- Asian or British Asian - Bangladeshi
- Asian or British Asian - Chinese
- Asian or British Asian - Other Asian background
- Black or Black British - African
- Black or Black British - Caribbean
- Black or Black British - Other Black/African/Caribbean background
- LatinX
- Mixed - Asian and White
- Mixed - Black African and White
- Mixed - Black Caribbean and White
- Mixed - Other mixed/multiple ethnic background
- White - English, Welsh, Scottish, Northern Irish or British
- White - Irish
- White - Gypsy or Irish Traveller
- White - Other White background
- Prefer not to say
- Prefer to self-describe your ethnicity -----

How would you describe your gender identity?

- Gender fluid
- Gender Queer
- Intersex
- Man (including trans-man)
- Non-binary
- Unsure
- Woman (including trans-woman)
- Prefer not to say
- Prefer to self-identify -----
- I don't understand the question

Do you identify as the sex you were assigned at birth?

- Yes
- No
- Sometimes
- Unsure
- Prefer not to say
- I don't understand the question

How would you describe your sexual orientation?

- Bisexual
- Gay/lesbian
- Heterosexual/straight
- Pansexual
- Queer
- Unsure
- Prefer not to say
- Prefer to self-identify -----
- I don't understand the question

What is your Religion/Belief?

- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Non-religious (Atheist, Humanist etc)
- Sikh
- Prefer not to say
- Prefer to self-describe -----
- I don't understand the question

Are your day-to-day activities significantly limited because of a long-term health condition including mental health condition or disability?

- Yes
- No (do not answer the next question)
- Prefer not to say (do not answer the next question)

If you answered 'yes', please state the type of condition. If you have more than one please tick all that apply. If none of these categories apply, please mark 'prefer to self-describe'.

- Physical Impairment
- Long Standing Illness
- Sensory Impairment
- Mental Health
- Prefer to self-describe -----
- Prefer not to say

Do you consider yourself having a condition within the neurodivergent spectrum?

Yes

No (do not answer the next question)

Prefer not to say (do not answer the next question)

If you answered 'yes', please state the type of condition. If you have more than one please tick all that apply.

If none of these categories apply, please mark 'prefer to self-describe'

ADHD

Autism

Dyspraxia

Dyslexia

Prefer to self-describe _____

Prefer not to say

Do you have caring responsibilities?

No

Yes - primary carer for a child or children under the age of 18

Yes - primary carer for a child or children with disabilities

Yes - primary carer for an adult with disabilities

Yes - primary carer for an older person

Yes - secondary carer

Prefer to self-describe _____

Prefer not to say

Socio-economic Background

The arts sector has started to look for ways to address socio-economic inequality alongside the characteristics protected by The Equality Act 2010. To improve the sector's ability to address this, it is important to capture information about people's backgrounds. We would therefore like to ask you a few questions about you and your parents or care givers. While we are aware that approaches to understanding socio-economic background vary between the four nations, the questions and categories below are matched with the UK Labour Force Survey and are aligned with the Social Mobility Commission, the Social Mobility Foundation, Arts Council England, and the Bridge Group.

What is your highest qualification?

No formal qualifications

Secondary School level

ESOL/ Literacy qualifications

Further education (AS, A level, Diploma or NVQ level 2/3)

Higher education (Graduate)

Higher education (Postgraduate and Doctorate)

Vocational training

Other/ Prefer to self-describe _____

Prefer not to say

Which type of school did you attend for the most time between the ages of 11 and 16?

A state run or funded school

Independent/fee paying school

Independent/fee paying school, where I received a means tested bursary covering 90% or more of the total cost of the fees for the duration

Attended school outside the UK

Don't know

Prefer not to say

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 overseas)

Don't know

Prefer not to say

Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?

No, neither of my parents attended university

Yes, one or both of my parents attended university

Don't know/not sure

Prefer not to say

What was the occupation of your main household earner when you were about aged 14?

- Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- Routine, semi-routine, manual and service occupations e.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, waiter/waitress, bar staff
- Technical and craft occupations e.g. motor mechanic, plumber, printer, electrician
- Clerical and intermediate occupations e.g. secretary, nursery nurse, office clerk, call centre agent
- Middle or junior managers e.g. office manager, warehouse manager, restaurant manager
- Modern professional occupations e.g. teacher, nurse, physiotherapist, social worker, artist, musician, software designer
- Traditional professional occupations e.g. accountant, solicitor, scientist, medical practitioner
- Senior, middle or junior managers or administrators e.g. finance manager, chief executive, large business owner, warehouse manager
- Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner.
- Retired
- Prefer not to say
- Prefer to self-describe _____

How did you hear about this opportunity?

Newsletter

Website

Twitter

Facebook

Instagram

CVAN

Linkedin

Someone told me about it

Other organisation or person's social media (please specify) _____

Other organisation's newsletter (please specify) _____

Other (please specify) _____

Thank you for completing this monitoring form!