**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](https://photoworks.org.uk/privacy-policy/) 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](mailto: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!