

EQUAL OPPORTUNITIES MONITORING FORM

This form will be separated from your application and used to assess our overall strategy, not your individual application. Icarus Theatre Collective continuously aims to create and retain an inclusive and representative working environment that delivers opportunities and ensures that all talent is recognised, utilised and valued. We are committed to being an equal opportunities and disability confident employer and to address areas of under-representation in the charity.

The contents of this form are strictly confidential and kept securely prior to destruction in accordance with our Data Protection Policy. We will keep your equal opportunities form for a period of up to 6 months, after which point the data will be anonymised and aggregated for monitoring purposes. If you are engaged by us, the information you supply will be kept securely and form part of your record with us.

GENDER

Which gender do you most identify as (please tick)?

- Male
- Female
- Non-binary
- Prefer not to say
- Other, please specify: _____

AGE

What is your age? (Please tick)?

- Under 18
- 18-24
- 25-34
- 35-49
- 50-64
- 65+
- Prefer not to say

DISABILITY

Classification of Disability:

A physical, mental, cognitive, or developmental condition that impairs, interferes with, or limits a person's ability to engage in certain tasks or actions or participate in typical daily activities and interactions.

Do you consider yourself to have a disability (please tick)?

- Yes
- No
- Prefer not to say

Do you consider yourself to be neurodiverse (please tick)?

- Yes
- No
- Prefer not to say

ETHNIC IDENTITY

Ethnic Origin & Cultural Background

Arts Council England recommends classification by a combination of skin colour and ethnic origin, as below.
Please tick the box that most accurately describes your ethnic identity.

White

- English, Welsh, Scottish, Northern Irish, or British
- Gypsy or Irish Traveller
- Any other White background,
Please specify: _____

Asian

- English, Welsh, Scottish, Northern Irish, or British
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background,
Please specify: _____

Black

- English, Welsh, Scottish, Northern Irish, or British
- African
- Caribbean
- Any other Black background,
Please specify: _____

Other Ethnic Group

- Arab
- Any other ethnic background,
Please specify: _____

Mixed or Multiple

- English, Welsh, Scottish, Northern Irish, or British
- White and Black African
- White and Black Caribbean
- White and Asian
- Any other Mixed or Multiple ethnic background,
Please specify: _____

- Prefer not to say**

SEXUAL ORIENTATION

Arts Council England recommends classification with the divisions used below.

Which sexual orientation category best represents you (please tick)?

- Bisexual Lesbian / Gay Woman Gay Man Queer
 Pansexual Heterosexual / Straight Prefer not to say
 Other, please specify: _____

RELIGION:

Do you consider yourself to have a religion (please tick)?

- Yes No Prefer not to say

If Yes, please specify:

WE VALUE YOUR FEEDBACK

We are constantly working on ensuring this form is as inclusive and accessible as possible. If you have thoughts on what could be done to improve it, please detail them below.