# Equal opportunities monitoring form

We are committed to providing equal opportunities for all in recruitment and during employment. We care deeply about inclusion so in order evaluate our progress, we collect data to measure this progress.

This monitoring form is voluntary but the information we collect is very useful in helping us to examine the diversity of our workforce to make informed decisions that support inclusion. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the team in encouraging equality and diversity. The information also aids information required for vital funding applications.

We would be grateful if you could respond to the questions outlined below, which will only take 5 minutes to complete.

Any information supplied will be treated in the strictest of confidence.

*The information will only be accessed by necessary members of the Artis team. The data will be held securely and will not be distributed to any third parties. When this information is no longer required the procedures for disposing of the data with be followed in line with our Privacy Policy.*

Q1. What is your age?

* 18 to 24
* 25 to 34
* 35 to 44
* 45 to 54
* 55 to 64
* 65 to 74
* 75 or older
* Prefer not to say

Q2. Which of the following best describes you?

* Female
* Male
* Non-binary
* Prefer not to say
* I prefer to use other language (please state): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q3. Is your gender identity the same as your gender/sex assigned at birth?

* Yes
* No
* Prefer not to say

Q4. What is your sexual orientation?

* Asexual
* Bisexual
* Heterosexual
* Homosexual
* Pansexual
* Prefer not to say
* I self-identity as: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q5. Ethnicity – please select from the list below

* Arab or Arab British
* Asian or Asian British – Indian
* Asian or Asian British – Pakistani
* Asian or Asian British – Bangladeshi
* Asian – Any other Asian background (please specify below)
* Black or Black British – Caribbean
* Black or Black British – African
* Black – Any other black background (please specify below)
* Chinese or Chinese British
* Latin American
* Mixed – White & Black Caribbean
* Mixed – White & Black African
* Mixed – White & Asian
* Mixed – Any other mixed background (please specify below)
* White – British
* White – Irish
* White – Gypsy/Irish Traveller
* White – Other background (please specify)
* Any other ethnic origin (please specify below)­­­­­­­
* Prefer not to say
* Other (please specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q6. What is your religion or belief?

* Buddhist
* Christian
* Hindu
* Jewish
* Muslim
* Sikh
* Prefer not to say
* No religion or belief
* Other religion or belief (please specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q7. Disability: Do you consider yourself to have a disability or health condition in accordance with the Equality Act 2010?

*The Equality Act 2010 defines a disability as "a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day to day activities". 'Substantial' is more than minor or trivial, e.g. it takes much longer than it usually would to complete a daily task like getting dressed. 'Long-term' means 12 months or more, e.g. a breathing condition that develops as a result of a lung infection.*

* Yes
* No
* Prefer not to say

Q7a. If you ticked yes, please state the impairment(s) which apply to you

* Physical impairment
* Sensory impairment
* Mental health condition
* Learning difficulty/disability
* Long-standing illness
* Prefer not to say
* Other (please specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q8. Do you consider yourself to be neurodiverse? [If yes, please tick all that apply.]

* Attention Deficit (Hyperactive) Disorder AD(H)D
* Autistic Spectrum Disorder (ASD)
* Dyslexia
* Dyscalculia
* Dyspraxia
* Obsessive Compulsive Disorder (OCD)
* Prefer not to say
* No
* Another form of neurodiversity (e.g. Tourette’s Syndrome) Please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q9. Do you have caring responsibilities? (Please tick all that apply)

* Primary caregiver of a child/children (under 18)
* Primary caregiver of disabled child/children (under 18)
* Primary caregiver of disabled adult (18 and over)
* Primary carer of an older person
* Secondary carer
* None
* Prefer not to say
* Other (please specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q10. Are you married or in a civil partnership?

* Yes
* No
* Prefer not to say

## Socio-economic status

Q11. Which type of secondary school did you attend for the most time between the ages of 11 and 16?

* A state-run or state-funded school
* A state-run or state-funded school that selected on the basis of academic ability, faith or other grounds
* Independent or fee-paying school  
  For example, private schools
* Independent or fee-paying school, where I received a bursary covering 90% or more of my tuition  
  For example, private schools
* Attended school outside the UK
* I don’t know
* Prefer not to say

Q12. Were you eligible for free school meals at any time between the ages of 11 and 16?

* Yes
* No
* Not applicable/ went to school overseas
* I don’t know
* Prefer not to say

Q13. When you were aged about 14, was the main or highest income earner in your household an employee, self-employed, or not working?

* Employee
* Self-employed with employees
* Self-employed or freelancer without employees
* They were not working
* Prefer not to say

Q14. When you were aged about 14, how many people worked for the main or highest income earner’s employer?

*Guidance: This question is asking about the total number of employees who worked at the branch or location where the job was mainly carried out.*

* 1 to 24
* 25 or more
* I don’t know
* Prefer not to say

Q15. When you were aged about 14, how many people did yhe main opr highest income earner employ?

* 1 to 24
* 25 or more
* I don’t know
* Prefer not to say

Q16. When you were aged about 14, did the main or highest income earner formally supervise any other employees?

*Guidance: A supervisor is responsible for overseeing the work of other employees on a regular basis.*

* Yes
* No
* I don’t know
* Prefer not to say

Q17. When you were aged about 14, what was the occupation of the main or highest income earner?

* Professional occupations

*Such as teacher, nurse, physiotherapist, social worker, welfare officer, artist, musician, software designer, accountant, solicitor, medical practitioner, scientist, or engineering professions*

* Managers, including senior, middle, or junior  
  *Such as finance manager, chief executive, office manager, retail manager, bank manager, restaurant manager, warehouse manager*
* Clerical and intermediate occupations  
  *Such as secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, or nursery nurse*
* Routine, semi-routine manual or service occupations  
  *Such as postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff*
* Technical and craft occupations  
  *Such as motor mechanic, plumber, printer, electrician, gardener, train driver*
* I don’t know
* Prefer not to say

Q18. When you were aged about 14, what was the highest level of qualification achieved by either of your parents or guardians?

* Degree level or degree equivalent or above  
  *For example, first or higher degrees, postgraduate diplomas, NVQ/SVQ level 4 or 5*
* Qualifications below degree level  
  *For example, an A-Level, SCE Higher, GCSE, O-Level, SCE Standard/Ordinary, NVQ/SVQ, BTEC*
* No qualifications
* I don’t know or cannot remember
* Prefer not to say
* Not applicable

## Declaration

I confirm that the information supplied is, to the best of my knowledge, a true and correct record.

* Yes

Date form was completed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

We are grateful that you took the time to complete this form. The information you have supplied will be kept confidentially and anonymously.