**Equal Opportunities Survey**

Paraorchestra works hard to ensure that people are not discriminated against. The information you give us helps us to provide fair and equal opportunities to service your needs. It also helps us to deliver the service that reflects our community. We have a legal duty to ensure that our services are fully inclusive and accessible to everyone. To make that possible we have to be aware of your different requirements.

Under the Equality Act 2010 people are protected from unlawful discrimination if they have the following protected characteristics; age, marriage and civil partnerships, race, religion and belief, sex, gender, sexual orientation, disability, pregnancy and maternity.

The information you give us will help us to make adjustments based on fact, rather than assumption, and importantly this ensures that money is being spent on the correct things.

It is sensible to feel protective or cautious about disclosing any personal information, but feel assured that this information will be used for monitoring purposes only and not for any other purpose. It is completely confidential and any data we hold will be stored separately from any data that could identify you personally.

We ask for details about sexual orientation, ethnicity, disability and age as this is in line with best practice guidance, published by the charity Stonewall, and requested by funders such as Arts Council England who use it to enable a more accurate cross-referencing of the workforce across their funded organisations. We ask for this information because we want to better show the diversity, both visible and invisible, in our workforce.

Please type an **‘X’** next to your response or Prefer not to say if you do not wish to give us this information.

**Age**

0-19 years

20-34 years

35-49 years

50-64 years

65+ years

Prefer not to say

Not known

**Gender**

Male

Non-binary

Female

Prefer not to say

Not known

**Is your gender identity different to that which it was assumed to be at birth?**

Yes

No

Not known

Prefer not to say

**Ethnicity**  
Please indicate the ethnic category that best represents you, using terms with which you feel comfortable. We understand ethnicity to be a mixture of culture, religion, skin colour, language and the origins of individuals and their family. It is not the same as nationality. There is a category at the end where you can use a different preferred term in addition to or instead of those supplied.

**White:**

White British

Gypsy or Irish Traveller

White Irish

Any other White background

**Mixed:**

White and Black Caribbean

White and Black African

White and Asian

Any other Mixed ethnic background

**Asian or Asian British:**

Indian

Bangladeshi

Chinese

Pakistani

Any other Asian background

**Black or Black British:**

African

Caribbean

Any other Black/African/Caribbean background

**Other:**

Arab

Any other ethnic group

Prefer not to say

Not known

I identify differently to any of the given categories (please specify)

**Religion or belief:**

Buddhism

Christianity

Islam

Judaism

Sikhism

None

Other (please specify)

Prefer not to say

**Relationship Status**

Married/Civil Partnership

Cohabiting with partner

Single/Divorced/Separated

Prefer not to say

Other (please specify)

**Sexual orientation**

Please indicate the sexual orientation category that you feel best represents you, using terms with which you feel comfortable.

Bisexual

Gay man

Gay woman/lesbian

Heterosexual/straight

Queer

Prefer not to say

I identify differently to any of the given categories (please specify)

**Pregnancy and Maternity**   
The Equality Act 2010 protects women who are pregnant or have given birth within the last 26 weeks.

Are you pregnant at this time?

YES

NO

Have you recently given birth? (within the last 26 weeks)

YES

NO

Prefer not to say

**Socioeconomic status**

Please indicate the occupation of the main/highest income earner in your household when you were 14.

**Modern Professional Occupations**

Include teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer.

**Clerical and Intermediate Occupations**

Include secretary, personal assistant, clerical worker, call centre agent, nursery nurse.

**Technical and Craft Occupations**

Include motor mechanic, plumber, printer, electrician, gardener, train driver.

**Semi-Routine Manual and Service Occupations**

Include postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant.

**Routine Manual and Service Occupations**

Include HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.

**Middle or Junior Managers**

Include office manager, retail manager, bank manager, restaurant manager, warehouse manager.

**Traditional Professional Occupations**

Include accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.

**Short Term Unemployed**

They claimed unemployment benefits for under a year.

**Long Term Unemployed**

They claimed unemployment benefit for more than a year.

**Disability**

Do you consider yourself to have a disability?

The Equality Act 2010 states a person has a disability if they have a physical or mental impairment which has a long term (12 month period) or substantial adverse effects on their ability to carry out day to day activities.

YES

NO

Please indicate the disability related category that you feel best represents you, using terms with which you feel comfortable.

Disabled person

Person with a long-term health condition

Person with access requirements

Non-disabled/no health conditions/no access requirements

Prefer not to say

Not known

I identify differently to any of the given categories (please specify):

**How would you travel to us? Please select the method used most.**

Drive

Public transport (train/bus)

Cycle

Walk

Other

Prefer not to say

**To help us measure whether people from all parts of our community are receiving equal treatment, please tell us your postcode:**

**Intersectional barriers**

We are tracking intersectional barriers and inequalities out of recognition that intersectional marginalisation is rarely captured. The following questions are to help us understand this, and are not mandatory. We recognise that this is not a complete list of barriers that people face. There is an option at the end to name additional barriers.

**Have you experienced barriers as a result of being working class?**

YES

NO

**Are you currently precariously employed and/or on a zero hours contract?**

YES

NO

**Have you experienced homelessness?**

YES

NO

**Have you experienced the criminal justice system?**

YES

NO

**Are you or have you at any point been a refugee or asylum seeker?**

YES

NO

**Have you experienced barriers because of your country of origin?**

YES

NO

If you feel you have experienced other barriers not covered above, please tell us here:

**Date form completed (day/month/year):**