Reading Rep Theatre
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Reading Repertory Theatre
Registered company no.: 7907370
Registered Charity no.: 1147048

EQUAL OPPORTUNITIES MONITORING FORM

Reading Rep Theatre strives to be an Equal Opportunities Employer and to ensure that no person is unfairly discriminated against in its recruitment and selection policies and procedures. As a charity, Reading Rep is required to monitor the cultural diversity of all its employees, freelancers, Board Members, and volunteers. This questionnaire is not obligatory. This form is removed from the application before the shortlisting process.

Information provided is used for monitoring purposes only.

Please indicate how you would best describe your gender:

……. Prefer not to say ☐

Age: 0-19 ☐ 20-34 ☐ 35-49 ☐ 50-64 ☐ 65+☐ Prefer not to say ☐

Ethnic Origin & Cultural Background

Arts Council England recommends classification by a combination of colour and ethnic origin, with the divisions used below. Wherever possible self-classification should be used but we also appreciate that people may decline to answer:
Please indicate your ethnicity by ticking a box below:

☐ British
☐ Irish
☐ Gypsy or Irish Traveller
☐ Any other White background
☐ Chinese
☐ Arab
☐ Any other ethnic group
☐ Not stated

☐ White and Black Caribbean
☐ White and Black African
☐ White and Asian
☐ Any other Mixed background
☐ African
☐ Caribbean
☐ Any other Black background

☐ Indian
☐ Pakistani
☐ Bangladeshi
☐ Other Asian background

Classification of Disability

An internationally recognised definition of disability is: “People with physical, mental or sensory disabilities: with hidden disabilities such as psoriasis, epilepsy, heart, chest conditions: people with disabilities linked to ageing: people suffering from a mental illness.”

Please indicate whether you consider yourself to have a disability:

YES ☐ NO ☐

Sexual Orientation

Arts Council England recommends classification, with the divisions used below. Wherever possible self-classification should be used but we also appreciate that people may decline to answer:
Please indicate your sexual orientation by ticking a box below:

☐ Bisexual
☐ Gay Man
☐ Gay woman/Lesbian
☐ Heterosexual/Straight
☐ Not Stated

Socioeconomic background

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

☐ A State run or State Funded School
☐ Non-selective
☐ Independent or fee-paying school
☐ Selective on academic, faith or other ground
☐ Attended school outside the UK
☐ I don’t know

If you finished school after 1980, were you eligible for Free School Meals at any point during your school years?
Free School Meals are a statutory benefit available to school-aged children from families who receive other qualifying benefits and who have been through the relevant registration process. It does not include those who receive meals at school through other means (e.g. boarding school).

● Yes ● No ● Not applicable (finished school before 1980/ school overseas)

● Don’t know ● Prefer not to say

What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?

● Degree level or Degree equivalent or above (for example first or higher degrees, post-graduate diplomas, NVQ/SVQ Level 4 or 5 etc.)

● Qualifications below degree level (for example an A-Level, SCE Higher, GCSE, O-Level,
SCE Standard/Ordinary, NVQ/SVQ, BTEC etc.)

● No qualifications ● I don't know ● Prefer not to say ● Not applicable

Please tell us about the occupation of your main household earner when you were aged 14. If this question does not apply to you (because, for example, you were in care at this time), you can indicate this below.

● Modern professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer.

● Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, call centre agent, nursery nurse.

● Senior managers or administrators (usually responsible for planning, organising and co-ordinating work, and for finance) such as: finance manager, chief executive.

● Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.

● Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant.

● Routine manual and service occupations such as: HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.

● Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager.

● Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.

● Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).

● Retired ● This question does not apply to me ● I don't know ● I prefer not to say

Where did you hear about this position?

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Thank you for taking the time to complete this form.