**The Belgrade Theatre Diversity and Equal Opportunities Return**

The Belgrade Theatre is committed to ensuring equal opportunities, aiming to attract and work with staff from a wide diverse pool. The information that you give us on this form will be separated from the form on receipt, treated confidentially and stored on our HR Data Base as statistical information only. This will be used to help monitor the diversity of applicants and to enable us to continue to develop policies and procedures regarding diversity and to submit required data to our funders. The information you supply WILL NOT be made available to anyone in any form other than anonymous data.

**31 March 2021 Stats:  14.9% identified themselves as from a culturally diverse background; 8.5% as having a disability; 6.4% as gay, 6.3% as bi-sexual, 76.5% heterosexual, 10.6% no response**

Please circle your age range: Under 19; 20-34; 35-49; 50-64; 65 + Gender:

**The Equalities Act** approaches disability as a condition that could impact on your ability to carry out normal day-to-day activities. The DDA defines disability as a physical or mental impairment which has substantial and long term (more than 12 months) adverse effects on a person’s ability to carry out normal day –to-day activities. Such disability may be invisible to others. Under this definition, would you say you have a disability?

Yes No

If you consider yourself to be disabled, please tick the options below that best describe your disability

☐ Mental Health condition ☐ Visual Impairment

☐ Cognitive or learning disabilities ☐ Physical disabilities

☐ Deaf / Hearing impairment ☐ Invisible disabilities

☐ Other long-term/chronic conditions

**Ethnic Group**

Please tick one option below. Ethnic origin questions are not about nationality, place of birth or citizenship, they are about colour, culture and ethnic groups and anyone from any country may belong to any of the groups indicated.

**White Mixed / Multiple ethnic groups**

☐ English / Welsh / Scottish / Northern Irish / British ☐ White and Black Caribbean

☐ Irish ☐ White and Black African

☐ Gypsy or Irish Traveller ☐ White and Asian

☐ Any other White background, please ☐ Any other Mixed / Multiple ethnic

describe: ……………………………… background, please describe: **Asian / Asian British Black / African / Caribbean / Black British**

☐ Indian ☐ African

☐ Pakistani ☐ Caribbean

☐ Bangladeshi ☐ Any other Black / African / Caribbean

☐ Chinese background, please describe: ……………………..

☐ Any other Asian background, please

describe: ………………………………

**Other ethnic group**

☐ Arab

☐ Any other ethnic group, please describe

**Sexual Orientation**

While we acknowledge that a genuine percentage of people will prefer to tick ‘Prefer not to say’ we would appreciate your honest response to this question, because without robust data we cannot successfully monitor the diversity of our organisation. Please tick one option below.

☐ Bisexual ☐ Gay Woman/Lesbian

☐ Gay Man ☐Heterosexual/Straight

☐ Prefer not to say