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# Equality and Diversity Monitoring Form

Why do we collect this data?

**Parents and Carers in Performing Arts** wants to meet the aims and commitments set out in its [Inclusion and Diversity Policy](https://pipacampaign.org/who-we-are/inclusion-and-diversity). This includes not discriminating under the Equality Act 2010, and committing to making staff appointments that reflect the diverse communities our charity serves.

By collecting this data, PiPA can analyse whether our recruitment processes are fair to all and help inform our strategies to attract diverse and talented candidates.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary.

This form is for monitoring purposes only, and the information provided does not form part of a job application, and is not linked to individual personnel records. All data is separated and anonymised.

Please return the completed form with ‘Strictly confidential’ to [recruitment@pipacampaign.com](mailto:recruitment@pipacampaign.com)

Gender

Man 🗆 Woman 🗆 Intersex 🗆 Non-binary 🗆 Transgender 🗆 Prefer not to say 🗆

If you prefer to use your own term, please specify here …………………….

Are you married or in a civil partnership?

Yes 🗆 No 🗆 Prefer not to say 🗆

Age16-24 🗆 25-29 🗆 30-34 🗆

35-39 🗆 40-44 🗆 45-49 🗆 50-54 🗆 55-59 🗆 60-64 🗆 65+ 🗆

Prefer not to say 🗆

What is your ethnicity?

Please tick the ethnic category that best represents you.  
Please think about what ethnic group means to you, that is, how you see yourself.  
  
Your ethnicity is a mixture of culture, religion, skin colour, language and the origins of yourself and your family. It is not the same as nationality.Please tick the appropriate box.

White

English 🗆 Welsh 🗆 Scottish 🗆 Northern Irish 🗆 Irish 🗆

British 🗆 Gypsy or Irish Traveller 🗆

Prefer not to say 🗆

Any other white background, please write in:

Mixed/multiple ethnic groups

White and Black Caribbean 🗆

White and Black African 🗆 White and Asian 🗆 Prefer not to say 🗆 Any other mixed background, please write in:

Asian/Asian British

Indian 🗆 Pakistani 🗆 Bangladeshi 🗆

Chinese 🗆 Prefer not to say 🗆

Any other Asian background, please write in:

Black/ African/ Caribbean/ Black British

African 🗆 Caribbean 🗆 Prefer not to say 🗆

Any other Black/African/Caribbean background, please write in:

Other ethnic group

Arab 🗆 Latin American 🗆 Prefer not to say 🗆

Any other ethnic group, please write in:

Do you consider yourself to have a disability or health condition?

Yes🗆 No 🗆

Prefer not to say 🗆

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.

What is your sexual orientation?

Heterosexual 🗆 Gay 🗆 Lesbian 🗆 Bisexual 🗆 Asexual/aromantic 🗆

Prefer not to say 🗆 If you prefer to use your own term, please specify here ……………………………………………….….

What is your religion or belief?

No religion or belief 🗆 Buddhist 🗆 Christian 🗆 Hindu 🗆 Jewish 🗆

Muslim 🗆 Sikh 🗆

Prefer not to say 🗆 If other religion or belief, please write in:

What is your current working pattern?

Full-time 🗆 Part-time 🗆 Prefer not to say 🗆

What is your flexible working arrangement?

None 🗆 Flexi-time 🗆 Staggered hours 🗆

Term-time hours 🗆

Annualised hours 🗆 Job-share 🗆 Flexible shifts 🗆 Compressed hours 🗆

Homeworking 🗆 Prefer not to say 🗆 If other, please write in:

Do you have caring responsibilities? If yes, please tick all that apply

None 🗆 Primary carer of a child/children (under 18) 🗆 Primary carer of disabled child/children 🗆

Primary carer of disabled adult (18 and over) 🗆 Primary carer of older person 🗆

Secondary carer (another person carries out the main caring role) 🗆

Prefer not to say 🗆

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

A state-run or state-funded school 🗆

Independent or fee-paying school 🗆

Attended school outside the UK 🗆

I don’t know 🗆

Prefer not to say 🗆

If other, please write in:

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 or went to school overseas) 🗆

I 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, postgraduate 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 🗆

1. **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 🗆

1. **At age 14, did the main household earner in your house work as an employee or were they self-employed?**

Employee 🗆 Self-employed with employees 🗆

Self-employed/freelance without employees 🗆

Not working 🗆

I don’t know 🗆

Prefer not to answer questions about parental occupation (skip all remaining questions) 🗆

1. **Where b) is employee: How many people worked for your main household earner’s employer at this time?**

*Where b) is self-employed with employees: How many people did your main household earner employ at this time? Move to question d) when you have completed this question.*

1 to 24 🗆 25+ 🗆 I don’t know 🗆

1. **Did they supervise employees?**

Yes 🗆 No 🗆 I don’t know 🗆