

CORN EXCHANGE NEWBURY EQUAL OPPORTUNITIES MONITORING FORM 2024-25

The Corn Exchange Newbury is committed to encouraging equity, inclusion and diversity in all areas of our work. The information you provide will help our Personnel department ensure our equality policy is being reflected in our recruitment processes process, and within our workforce and the artists we engage with. This includes not discriminating under the Equality Act 2010.

The information you provide will remain confidential and be stored securely with limited access to only some staff in the organisation. You can request details of which staff have access to our confidential data by emailing Tanya Rhymes at the email address below.

As we are a National Portfolio Organisation, the information will be used anonymously as part of our annual reporting to Arts Council England.

Please return the completed form to our HR & Office Manager – tanyar@cornexchangenew.co.uk. If applying for a job at the Corn Exchange, you can return this form separately to the rest of your application by marking it Private and Confidential and returning to Tanya Rhymes.

Gender Female Male Non-binary Prefer not to say

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

Is your gender different to the sex you were assumed to be at birth?

Yes No Prefer not to say

Are you married or in a civil partnership? Yes No Prefer not to say

Age 0-19 20-34 35-49 50-64 65-74 75+

Prefer not to say

What is your ethnicity?

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box:

Asian/Asian British

Bangladeshi Chinese Indian Pakistani Prefer not to say

Any other Asian background, please write in:

Black/ Black British

African Caribbean Prefer not to say

Any other Black background, please write in:

Mixed

White and Black African White and Black Asian White and Black Caribbean

Prefer not to say Any other mixed background, please write in:

White

British Irish Gypsy or Irish Traveller Prefer not to say

Any other white 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 impairment?

Yes No Prefer not to say

Do you consider yourself to be neurodivergent?

Neurodiversity is an approach to learning and disability that argues diverse neurological conditions (brain differences) are normal, rather than deficits.

Neurodivergent simply means someone who thinks differently (differing in mental or neurological function) from the way the majority (referred to as neurotypical) expect.

Neurodivergent is used with reference to autistic spectrum disorders, dyslexia and similar conditions.

Yes No Prefer not to say

What is your sexual orientation?

Bisexual Gay woman/lesbian Gay man Heterosexual Queer 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 Socio-Economic Background?

You should tick the box closest to the occupation of the main/highest income earner in your household when you were 14.

ACE are asking this question, following a 12-month R&D period, so they can better understand access to the arts and culture and what barriers there may be. You can read more here:

<https://livingwithdata.org/whats-new/measuring-social-mobility-in-the-creative-and-cultural-industries/>

Modern Professional Occupations	<i>E.g. Teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, actor, artist, musician, police officer (sergeant or above), software designer</i>
Clerical and Intermediate Occupations	<i>E.g. secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse</i>
Senior Managers and Administrators	<i>Usually responsible for planning, organising and co-ordinating work for finance such as finance managers, chief executive etc</i>
Technical and Craft Occupations	<i>E.g. motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver</i>
Semi-Routine Manual and Service Occupations	<i>E.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant</i>
Routine Manual and Service Occupations	<i>E.g. HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff</i>
Middle or Junior Managers	<i>E.g. office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican</i>
Traditional Professional Occupations	<i>E.g. solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer</i>
Short Term Unemployed	<i>Claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less</i>
Long Term Unemployed	<i>Claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year</i>
Retired	
Not applicable	
Don't know	
Prefer not to say	
Other – please specify	

If you work (employed, contracted or volunteer) at the Corn Exchange, please complete the following:
Please tick which best describes your main role and whether this role is full or part time:

Artist **Full time** **Part time**

(for example: Artist, dancer, actor, singer, musician, writer, composer, designer, other producing staff)

Specialist **Full time** **Part time**

(Artistic specialism, for example: Director, choreographer, producer, programmer, curator, artistic director, marketing, education, audience development)

Manager **Full time** **Part time**

(Senior manager or executive, for example: Personnel/finance manager, legal advisor, general manager)

Other **Full time** **Part time** **Volunteer**

(Administrative or technical staff, for example: finance, box office, technicians)

Board/governing body

(for example: elected or appointed members)