

**Equal Opportunities Policy**

We are committed to equal opportunities for all.

We believe that a diversity of perspectives enriches our work and we have an equality of opportunity approach that aspires to give everyone the chance to achieve their potential.

We particularly welcome applications from individuals whose background and experience are currently under-represented among our staff, including Deaf and disabled people, and those who identify as ethnically and culturally diverse.

We actively encourage applications from people from a variety of backgrounds. We also encourage people who don’t necessarily meet these criteria but believe they could challenge our thinking and ensure the theatre’s future resilience.

We aim to have a diversity of perspectives represented across the organisation and to help us keep track of our success we kindly ask you to complete an Equality and Diversity form alongside your application. **Participation is voluntary but appreciated and your responses will be anonymous and not shared with the recruiting managers.**

**NAME:** …………………………………………………………………………………………………….

(You do not have to fill in your name, but if you choose to do so it will help us to monitor those forms which have not been returned)

1. **What role are you applying for?**

…………………………………………………………………………………………………………

1. **How did you find out about this job vacancy at The Watermill Theatre?**

Please select as many of the answers below that are applicable:

[ ] The Watermill Theatre Website

[ ] Other website. Please State …………………………………………………………………….

[ ] Watermill email

[ ] Other email . Please State ……………………………………………………………………...

[ ] Industry Specific Job Board. Please State…………………………………………………….

[ ] Newspaper advert

[ ] Watermill Social Media Channel. Please State……………………………………………….

[ ] Other Social Media Channel. Please State…………………………………………………...

[ ] Word of Mouth

[ ] Press article

[ ] Other website. Please State …………………………………………………………………...

1. **Please indicate your age bracket:**

[ ] 0-19

[ ] 20-34

[ ] 35-49

[ ] 50-64

[ ] 65+

[ ] Prefer not to say

1. **Please indicate your gender identity:**

[ ] Female (including trans women)

[ ] Male (including trans men)

[ ] Non-Binary (e.g. androgyne/intersex)

[ ] Prefer not to say

1. **Is your gender identity different to the sex you were assumed to be at birth?**

[ ] Yes, it is different

[ ] No, it is the same

[ ] Prefer not to say

1. **Do you consider yourself to have a disability and/or impairment?**

[ ] Identify as a Deaf, deaf, hard of hearing or disabled person,

or have a long-term health condition

[ ] No disability

[ ] Prefer not to say

1. **Do you consider yourself to be neuro-divergent (eg. Autism, ADHD, dyslexia, dyspraxia etc)?**

[ ] Yes

[ ] No

[ ] Prefer not to say

1. **Please indicate your ethnicity:**

[ ] Arab

[ ] Asian / Asian British: Bangladeshi

[ ] Asian / Asian British: Chinese

[ ] Asian / Asian British: Indian

[ ] Asian / Asian British: Pakistani

[ ] Any other Asian background

[ ] Black / Black British: African

[ ] Black / Black British: Caribbean

[ ] Black / Black British: Any other black background

[ ] Mixed White and Black Caribbean

[ ] Mixed White and Black African

[ ] Mixed White and Asian

[ ] Mixed: Any other mixed background

[ ] White British

[ ] White Irish

[ ] Irish Traveller

[ ] Romani / Roma / Roma Traveller / Romani Traveller

[ ] Any other ethnic group …………………………

[ ] Prefer not to say

1. Please indicate your sexual orientation

[ ] Bisexual

[ ] Gay man

[ ] Gay woman / Lesbian

[ ] Heterosexual / Straight

[ ] Pansexual

[ ] Queer

[ ] Prefer not to say

1. **What's your socio-economic background? Defined by the occupation of the main/highest earner in your household when you were 14.** (When you were 14 years old, think about who in your household earned the most money. Which category describes their job best?):

[ ] Modern Professional Occupations (i.e. teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer)

[ ] Clerical and Intermediate Occupations (i.e. secretary, personal assistant, clerical worker, call centre agent, nursery nurse)

[ ] Senior Managers and Administrators (i.e. finance manager/chief executive)

[ ] Technical and Craft Occupations (i.e. motor mechanic, plumber, electrician, gardener, train driver)

[ ] Semi-Routine Manual and Service Occupations (i.e. postal worker, machine operative, security guard, farm worker, catering or sales assistant)

[ ] Routine Manual Service Occupations (i.e. HGV driver, cleaner, labourer, waiter, bar staff

[ ] Middle or Junior Managers (i.e. office manager, retail manager, bank manager)

[ ] Traditional Professional Occupations (i.e. accountant, solicitor, doctor, engineer)

[ ] Short Term Unemployed

[ ] Long Term Unemployed (claimed unemployment benefit for more than a year)

[ ] Retired

[ ] Not applicable

[ ] Don't know

[ ] Prefer not to say

[ ] Other

In line with our steps for fairer recruitment, this data will be used to show the representation of protected characteristics within the field of applicants. This information will be processed for monitoring purposes to assess the effectiveness of our equal opportunities and diversity efforts. This information will not be seen by the interview panel or used in any way for the purposes of selection. Any data you provide will only be used in an anonymised form (so you cannot be identified from it) and are only shared within relevant internal functions. Do you give permission for your data to be used in this way?

[ ] Yes

[ ] No

We would be grateful if you would submit this completed form with Application documents via email to [admin@watermill.org.uk](mailto:admin@watermill.org.uk) or by post to:

FAO: Recruitment

The Watermill Theatre

Bagnor, Newbury

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