

**Equalities Monitoring Form**

**What will happen to this personal information?**

The Edinburgh International Festival will only use this data for statistical reporting, benchmarking and as evidence for policy making. They focus on Age, Gender, Ethnicity, Sexual Orientation and Disability.

The International Festival want you to be confident and satisfied that data will be handled in a sensitive, positive and appropriate way. Your information is processed by the International Festival in accordance with the Data Protection Act, will be managed confidentially and won’t be personally attributable.

**Gender**

There are a number of reasons why men and women may experience the workplace differently. Gender monitoring is key to ensuring that all employees have access to the same opportunities.

Some people find they do not feel comfortable thinking of themselves simply as either male or female. By including ‘Other’ as an option for gender, we allow respondents who would describe themselves as Non-Binary (e.g. intersex, gender queer) to answer the question.

**What is your gender?**

|  |  |
| --- | --- |
| Male |  |
| Female |  |
| Other |  |
| Prefer not to say |  |

**Age**

Individuals should be judged by ability and not age.We do not define ‘older age’ as it can be dependent on circumstances including health and socio-economic status.

**What is your age?**

|  |  |
| --- | --- |
| 16-24 years |  |
| 25-44 years |  |
| 45-65 years |  |
| 65+ years |  |
| Prefer not to say |  |

**Disability**

The Social Model of Disability recognises that disabled people face many barriers – physical, social, attitudinal and procedural. The principle of the Social Model states that it is these barriers which exclude disabled people from participating fully in society, not the impairment they have.

Section 6(1) of the Equality Act 2010 states that a person has a disability if:

1. That person has a physical or mental impairment, and
2. The impairment has a substantial and long-term adverse effect on that person’s ability to carry out normal day-to-day activities.

**Do you have an impairment, health condition or learning difference?**

**Please select from:**

|  |  |  |
| --- | --- | --- |
| **Category** | **Explanation** |  |
| Non-disabled | *No known disability* |  |
| Visual Impairment | *Blind or serious visual impairment* |  |
| Hearing impairment/Deaf | *Deaf or serious hearing impairment* |  |
| Physical disabilities | *Physical impairment or mobility issues* |  |
| Cognitive or learning disabilities | *e.g. Autistic spectrum disorder, dyslexia, dyspraxia* |  |
| Mental health condition | *e.g.Depression, schizophrenia* |  |
| Other long term/chronic conditions | *e.g.Cancer, diabetes, HIV, epilepsy, heart disease* |  |
| Other | *Other type of disability* |  |
| Prefer not to say |  |  |

**Sexual orientation**

Monitoring sexual orientation is a significant step towards acknowledging gay, lesbian and bi-sexual staff and checking for workplace sexual orientation issues.

**What is your sexual orientation?**

|  |  |
| --- | --- |
| Heterosexual / Straight |  |
| Gay / Lesbian |  |
| Bisexual |  |
| Other |  |
| Prefer not to say |  |

**Race/ethnicity**

Race, under the Equality Act 2010, includes colour, nationality, ethnic or national origins.

Ethnicity (or ethnic group) has been defined as “shared origins or social background; shared culture and traditions that are distinctive, maintained between generations, and lead to a sense of identity and group; and a common language or religious tradition”.

The following sets out categories for monitoring ethnicity. Gathering this information ensures that policies and practices do not inadvertently discriminate against an individual because of their ethnicity.

Ethnicity is self-defined and may change over time.

**What is your Ethnic group?**

|  |  |
| --- | --- |
| White Scottish/White British |  |
| Irish |  |
| Gypsy/Traveller |  |
| Polish |  |
| White Other, please specify: |  |
| Asian/Asian Scottish/Asian British |  |
| Chinese/Chinese Scottish/Chinese British |  |
| African/African Scottish/African British |  |
| Caribbean/Caribbean Scottish/Caribbean British |  |
| Black/Black Scottish/Black British |  |
| Arab/Arab Scottish/Arab British |  |
| Mixed or Multiple Ethnic Groups, please specify: |  |
| Other, please specify: |  |
| Prefer not to say |  |