

Equality Monitoring Form

This PDF file can be filled in using the Fill & Sign Tools. For instructions on this, please follow this [link](#)

Tobacco Factory Theatres works hard to ensure that people are not discriminated against. The information you give us, helps us to provide fair and equal opportunities to service your needs. It also helps us to deliver the service that reflects our community. We have a legal duty to ensure that our services are fully inclusive and accessible to everyone. To make that possible we have to be aware of your different requirements.

Under the Equality Act 2010 people are protected from unlawful discrimination if they have the following protected characteristics; age, marriage and civil partnerships, race, religion and belief, sex, gender reassignment, sexual orientation, disability, pregnancy and maternity.

The information you give us will help us to make adjustments based on fact, rather than assumption, and importantly this ensures that money is being spent on the correct things.

It is sensible to feel protective or cautious about disclosing any personal information, but feel assured that this information will be used for monitoring purposes only and not for any other purpose. It is completely confidential and any data we hold will be stored separately from any data that could identify you personally.

We ask for details about sexual orientation, ethnicity, disability and age as this is in line with best practice guidance, published by the charity Stonewall, and requested by funders such as Arts Council England who use it to enable a more accurate cross-referencing of the workforce across their funded organisations. We ask for this information because we want to better show the diversity, both visible and invisible in our workforce.

You should tick the box Prefer Not To Say if you do not wish to give us this information.

Please indicate your answers with a **X**

Age	0-19 years	<input type="checkbox"/>	35-49 years	<input type="checkbox"/>	65+ years	<input type="checkbox"/>
	20-34 years	<input type="checkbox"/>	50-64 years	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>

Gender	Male	<input type="checkbox"/>	Female to Male transgender	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>
	Female	<input type="checkbox"/>	Male to Female Transgender	<input type="checkbox"/>		

Ethnicity	White	<input type="checkbox"/>	Mixed or Dual Heritage	<input type="checkbox"/>
	Asian or British Asian	<input type="checkbox"/>	Any other ethnic group	<input type="checkbox"/>
	Black or British Black	<input type="checkbox"/>	Not known/prefer not to say	<input type="checkbox"/>
	Chinese	<input type="checkbox"/>		

"The future of theatre lies in places like this."
 Jonathan Miller

Patron Mrs Mary Prior CVO MBE
 Trustees Sarah Smith (Chair), Andrew Allan-Jones, Bertel Martin
 Kate McGrath, Mark Panay, John Retallack, Chris Sims, Anna Southall,
 Company no. 04536120 / Charity no. 1097542



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 ENGLAND**

Religion or belief	None		Buddhism	
	Christianity		Sikhism	
	Islam		Other	
	Judaism		Prefer not to say	

Relationship status	Married or Civil Partnership/ Separated		Single/ widowed/divorced	
	Live with partner/ Other		Prefer not to say	

Sexual orientation	Heterosexual		Gay man	
	Bisexual		Gay woman/ lesbian	
	Other		Prefer not to say	

Pregnancy and Maternity

(The Equality Act 2010 protects women who are pregnant or have given birth within a 26 week period.)

Are you pregnant at this time?	
Have you recently given birth (within 26 week period)	
Prefer not to say	

Do you consider yourself to have a disability?

YES		NO	
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(The Equality Act 2010 state a person has a disability if they have a physical or mental impairment which has a long term (12 month period) or substantial adverse effects on their ability to carry out day to day activities.)

Physical impairment		(please state in these boxes below)
Sensory impairment		
Learning disability or difficulty		
Mental health condition		
Long term illness		
Other		
Prefer not to say		

How would you travel to us?
(Please select method used most)

Drive		Public transport (train/bus)	
Cycle		Walk	
Other		Prefer not to say	

To help us measure whether people from all parts of our community are receiving equal treatment, please tell us your postcode:

Date form completed:

Thank you for completing this form. You have contributed in helping us to provide a better environment for you and the community, to live and work in and for visitors to enjoy.

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