

## **LUX Scotland Equality and Diversity Monitoring Form**

***Information in this form is used for statistical purposes only, is entirely confidential and does not form part of the selection process***

### **1. What is your age?**

- ☐ Under 16
- ☐ 16–24
- ☐ 25–44
- ☐ 45–65
- ☐ 65+

### **2. How would you describe your gender?**

- ☐ Female
- ☐ Male
- ☐ Non-binary
- ☐ Prefer not to say
- ☐ Self-describe: \_\_\_\_\_

### **3. How would you describe your sexual orientation?**

- ☐ Bisexual
- ☐ Gay
- ☐ Lesbian
- ☐ Heterosexual/Straight
- ☐ Prefer not to say
- ☐ Self-describe: \_\_\_\_\_

### **4. How would you describe your ethnicity?**

- ☐ African/African Scottish/African British
- ☐ Arab/Arab Scottish/Arab British
- ☐ Asian/Asian Scottish/Asian British
- ☐ Black/Black Scottish/Black British
- ☐ Caribbean/Caribbean Scottish/Caribbean British
- ☐ Chinese/Chinese Scottish/Chinese British
- ☐ Gypsy/Traveller
- ☐ Irish
- ☐ Polish
- ☐ White Scottish/White British

- ☐ White Other
- ☐ Mixed or Multiple Ethnic Groups
- ☐ Prefer not to say
- ☐ Self-describe: \_\_\_\_\_

**5. Would you describe yourself as disabled?**

The Disability Discrimination Act 1995 defines disability as a physical or mental impairment which has a substantial and long term (for more than 12 months) adverse effect on a person's ability to do normal daily activities. You may still be considered to have a disability if you are not currently adversely affected but the impairment is likely to recur.

- ☐ Yes
- ☐ No
- ☐ Prefer not to say
- ☐ Self describe: \_\_\_\_\_

**6. How would you describe your hearing status?**

- ☐ D/deaf
- ☐ Deafened
- ☐ Deafblind
- ☐ Hard of hearing
- ☐ Hearing
- ☐ Prefer not to say
- ☐ Self describe: \_\_\_\_\_

**7. How would you describe your belief or religion?**

- ☐ Agnostic
- ☐ Buddhist
- ☐ Christian
- ☐ Hindu
- ☐ Jewish
- ☐ Muslim
- ☐ None
- ☐ Pagan
- ☐ Prefer not to say
- ☐ Self describe: \_\_\_\_\_

We are attempting to monitor the social-economic background of our applicants. Academics working on class in the creative industries have suggested the following questions to assist with this.

**8. What type of school did you attend?**

- ☐ State (Non fee-paying) school
- ☐ Public (fee-paying) school
- ☐ Prefer not to say

**9. What was the occupation of the main income provider/ breadwinner in your home when you were 14?**

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- ☐ Prefer not to say

**Why we ask for this information**

We have devised these questions to reflect data requested by our funders. The data gathered from this section of the form will be used to:

- inform our Equalities, Diversity and Inclusion Action Plan and analyse its effectiveness
- inform our access measures and analyse their appropriateness
- report to our funders
- inform and shape our future recruitment

The questions are tick box with the option the self-describe. We have chosen this to allow data comparison and measurement. We acknowledge that although this is useful in some respects, such ways of gathering information can be limiting and does not reflect the full scope of someone's identity and/or experience. As we develop our approach to data gathering and feedback, we will revisit this to see if there are more effective ways of gathering this information. If you have any questions on why this data is being gathered and how it will be used, or would like to offer feedback, please get in touch with us on [scotland@lux.org.uk](mailto:scotland@lux.org.uk)