

## Equal Opportunities Monitoring Form

The Donmar Warehouse is committed to promoting theatre as an activity for all.

In order to achieve this, the Donmar undertakes to ensure that all job applicants, employees and participants are treated equally and encouraged to develop and maximise their true potential irrespective of their background.

The Donmar Warehouse receives Arts Council England funding as a National Portfolio Organisation. A condition of that funding is to collect data relating to everyone that we employ, in order for ACE to better evaluate and improve the diversity of the arts in England. The information is provided to ACE anonymously and is only released in aggregated formats. The information provided will be used for monitoring purposes only and will be stored in compliance with the Data Protection Act.

The questions and categories below are issued by ACE. They used the following sources in creating these categories: the Office for National Statistics for ethnicity categories; the recognized social model for disability categories; and best practice guidance published by Stonewall for sexuality categories.

**Our NPO status requires that everyone completes this form, but please note the option to select 'prefer not to say' if you so wish.**

Name.....

### Gender

- Male
- Female
- Non-binary
- Other (Please specify).....
- Prefer not to say

### Age

- 0-19 years
- 20-34 years
- 35-49 years
- 50-64 years
- 65+ years
- Prefer not to say

### Is this the gender which you were assigned at birth?

- Yes
- No
- Prefer not to say

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### Ethnic Origin

#### Asian or Asian British

- Bangladeshi
- Chinese
- Indian
- Pakistani
- Any other Asian background

#### Black or Black British

- African
- Caribbean
- Any other Black/ African/ Caribbean background

#### Mixed

- White and Asian
- White and Black African

- White and Black Caribbean
- Any other Mixed/ Multiple ethnic background

#### White

- English/ Welsh/ Scottish/ Northern Irish/ British
- Gypsy or Irish Traveller
- Irish
- Any other white background

#### Other ethnic groups

- Arab
- Other ethnic group (Please specify).....
- Prefer not to say

**Disability**

- Cognitive or learning difficulties
- Hearing impairment/Deaf
- Invisible disabilities
- Mental health condition
- Non-disabled
- Physical disabilities
- Visual impairment
- Other long term/chronic condition  
(Please specify).....
- Prefer not to say

**Sexuality**

- Bisexual
- Gay Man
- Gay Woman/Lesbian
- Heterosexual/Straight
- Other (Please specify).....
- Prefer not to say

**Parent/Carer**

The Donmar Warehouse is a Strategic Partner of Parents in the Performing Arts (PIPA) and subscribes to the PIPA Best Practice Charter. As part of our commitment to reducing the barriers to parents and carers working in the arts we are gathering data about those we work with and their commitments in this area. Any information you choose to share will be used for monitoring purposes only with the aim of improving our provision for parents and carers.

**Do you have caring responsibilities?**

- Yes
- No
- Prefer not to say

**What are your children’s ages?**

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**If you are a parent, please let us know how many children you have.**

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**If you are the carer of an adult, please let us know your circumstances. (Please tick all that apply)**

- carer for an elderly adult
- carer for a vulnerable adult
- carer for an adult with a registered disability

If you have any feedback relating to this form, please leave it here:

Thank you