

KARST

KARST is committed to equality, diversity and inclusivity in all we do and we want to ensure that we reflect the diverse communities we serve.

Therefore it is vital that we consistently monitor and analyse diversity information across the organisation so that we can better understand the diversity of our board, workforce and artist network.

Your help and cooperation in completing this form and providing us with accurate data is entirely voluntary, but is also greatly appreciated.

Any information you provide on this form:

- **Will be collected anonymously and treated confidentially**
- **Will only be used by KARST for statistical purposes only**
- **Will not be published or used in any way that would allow any individual to be identified**

Protected Characteristics

Gender Man Woman Intersex Non-binary Prefer not to say If you prefer to use your own term, please specify here

Are you married or in a civil partnership? Yes No Prefer not to say

Age 16-24 25-29 30-34 35-39 40-44 45-49 50-54 55-59 60-64 65+ Prefer not to say

What is your ethnicity?

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

Asian/Asian British

Indian Pakistani Bangladeshi Chinese Prefer not to say

Any other Asian background, please write in:

Black/ African/ Caribbean/ Black British

African Caribbean Prefer not to say

Any other Black/African/Caribbean background, please write in:

Mixed/multiple ethnic groups

White and Black Caribbean White and Black African White and Asian Prefer not to say Any other mixed background, please write in:

White

English Welsh Scottish Northern Irish Irish
British Gypsy or Irish Traveller Prefer not to say

Any other white background, please write in:

Other ethnic group

Arab Prefer not to say Any other ethnic group, please write in:

Do you consider yourself to have a disability or health condition?

Yes No Prefer not to say

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:

The information in this form is for monitoring purposes only. If you believe you need a 'reasonable adjustment', then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.

Which of the following best describes how you think of yourself?

Heterosexual Gay Lesbian Bisexual

Prefer not to say If you prefer to use your own term, please specify here

.....

What is your religion or belief?

No religion or belief Buddhist Christian Hindu Jewish

Muslim Sikh Prefer not to say If other religion or belief, please write in:

Social Mobility Socio-economic background can, but shouldn't, be a barrier to success. Socio-economic background is not a protected characteristic, however at KARST we want to ensure that we are also addressing social mobility alongside other diversity characteristics.

What type of school did you attend when you were aged about 14?

A state-run or state-funded school that was not selective (eg a comprehensive school)

A state-run or state-funded school that was selective on academic, faith or other grounds (eg Grammar School)

An independent or fee-paying school A school outside the UK Don't know Other

Prefer not to say .

What are the highest levels of qualifications achieved by your parents or guardians?

At least one has a degree level qualification Qualifications below degree level

No formal qualifications Don't know Prefer not to say Other

What was the occupation of the main income earner in your family?

High (e.g. managerial, administrative and professional occupations) Routine/Manual

Intermediate (e.g. small employers, lower supervisory and technical occupations)

Never worked/long term unemployed Prefer not to say Don't know

Self-assessment of socio-economic status?

Lower socio economic background Not lower socio economic background Prefer not to say

Thank you for completing this form.