

As we're working on our responsible business initiatives, it's important for us to hold a true picture of our team's diversity. It'll allow us to understand our diversity profile better and address any gaps and trends we might find.

We recognise that some people may want to keep this information as private, so we've included a 'prefer not to say' answer for each question. You don't have to complete the survey, but the responses we get will help us to measure and improve diversity across the organisation.

### **1. Which area do you work in?**

- Executive Office
- Senior Leadership Team
- Middle Leadership Team
- Management Team
- General staff
- Administrative function
- Prefer not to say

### **2. What is your gender?**

*If you prefer to self-describe, please select 'other'*

- Female
- Male
- Other
- Prefer not to say

### **3. Do you identify as transgender?**

- Yes
- No
- Prefer not to say

### **4. What is your sexual orientation?**

*If you prefer to self-describe, please select 'other'*

- Bisexual
- Gay man
- Gay woman/lesbian
- Heterosexual/straight
- Other
- Prefer not to say



## 5. Which age group do you belong to?

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65-74
- 75+
- Prefer not to say

## 6. A disabled person is defined under the Equality Act 2010 as someone with 'a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities'. Do you consider yourself to be disabled under the Equality Act 2010?

- Yes
- No
- Prefer not to say

## 7. What is your ethnicity? (Please also indicate which ethnic group you most closely identify with)

- Asian or Asian British (Any other Asian background please select 'other')
  - Bangladeshi
  - Chinese
  - Indian
  - Pakistani
  - Other
- Black, African, Caribbean or Black British (Any other Black background please select 'other')
  - African
  - Caribbean
  - Other
- Mixed or multiple ethnic groups (Any other mixed background please select 'other')
  - White and Asian
  - White and Black African
  - White and Black Caribbean
  - Other
- White (Any other White background please select 'other')
  - British, English, Northern Irish, Scottish or Welsh



- Irish
- Gypsy or Traveller
- Other
- Other ethnic group
- Prefer not to say

**8. What is your religion or belief?**

- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- No religion
- Other
- Prefer not to say

**9. What was the main occupation of your main household earner when you were aged about 14?**

- Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer

- Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager

- Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse

- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver

- Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter, bar staff

- Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)

- Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies,



retail shop owner, single restaurant or cafe owner, taxi owner, garage owner

- Other such as: retired, this question doesn't apply to me, I don't know

- Prefer not to say

**10. What type of school did you mainly attend between the ages of 11 and 16?**

- Selective state-run or state-funded

- Non-selective state-run or state-funded

- Independent or fee-paying

- Faith based or other selective school

- Attended school outside the UK

- Don't know

- Prefer not to say

**11. What is the highest level of qualification you have to date?**

- Q Levels/Highers or equivalent

- Undergraduate degree (e.g. BA, BSc)

- Master's degree (e.g. MA, MSc)

- Doctorate degree (e.g. PhD)

- Professional qualifications (e.g. teaching, accountancy)

- NVQ Level 4-5 - HND, RSA Higher Diploma, BTEC Higher Level

- Prefer not to say

**12. Did either (or both) of the following apply at any point during your school years?**

- Your household received income support

- Your household received free school meals

- No

- Prefer not to say

**13. Do you have any caring responsibilities?**

- Yes, of a child/children (under 18)

- Yes, of a disabled child/children (under 18)

- Yes, of a disabled adult (over 18)

- Yes, of an older person/people (over 65)



- No
- Prefer not to say



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*Updated in March 2021 by Heart of the City*