



ALBA | CHRUTHACHAIL

WILLIAM GRANT
FOUNDATION

SSW x COUNTERFLOWS CAREGIVERS RESIDENCY

Equalities, Diversity & Inclusion (EDI)

Deadline for applications:

Wednesday 15th October 2025 at midday.

This is a copy of the questions on the Equalities, Diversity & Inclusion (EDI) monitoring form for the SSW x Counterflows Caregivers Residency. You can use this to prepare your answers before submitting them through the online form.

If, for access reasons, you would prefer not to submit through the online form, complete the questions in this document and send it by email to arts@ssw.org.uk before the deadline, with 'Caregivers Residency EDI monitoring' in the subject line.

Scottish Sculpture Workshop (SSW), Counterflows and Creative Scotland are committed to offering clear and accessible application processes and programmes that are open to everyone. We put equality at the heart of our activity, and we aim to acknowledge and reflect the diversity in Scotland today in all our work. This questionnaire asks for statistical information only. It includes questions on age, gender, ethnicity, disability and sexual orientation - all defined 'protected characteristics' in The Equality Act 2010 and in accordance with Creative Scotland's reporting requirements.

We are also carrying out monitoring of socio-economic background, in recognition of under-representation in the arts of people from a lower socio-economic background. To improve the sector's ability to address this, it is important to capture information about people's backgrounds. We would therefore like to ask you a question about your parents or caregivers. The questions and categories below are matched with the Labour Force Survey. They are endorsed by Arts Council England and the Bridge Group. The data you provide here is managed confidentially and is processed in accordance with the Data Protection Act and SSW's Privacy Notice.

Please highlight or delete as appropriate.

To which age group do you belong?

Under 18	
18-24	
25-34	
35-44	
45-54	
55-64	
65 or above	
Prefer not to answer	

How would you describe your gender?

Female	
Gender-fluid	
Male	
Non-binary	
Prefer to self-describe (please fill in the free text box below)	
Prefer not to answer	
Please self-describe:	

Is your gender the same as the one assigned to you at birth?

No	
Yes	
Prefer not to answer	

Please indicate which best describes your ethnic group or background

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 Other - please self-describe	
White Scottish / White British	
Mixed or multiple ethnic groups - please self-describe	
Unlisted - please self-describe	
Prefer not to answer	
Please self-describe:	

Do you consider yourself to be a disabled person?

No	
Yes – Blindness or partial sight loss	
Yes – Deafness or partial hearing loss	
Yes - Learning difficulty (e.g. Dyslexia)	
Yes – Learning disability (e.g. Down’s Syndrome)	
Yes – Long term illness or chronic condition	
Yes - Mental health condition	
Yes – Neurodivergent (e.g. Autistic, ADHD, dyspraxia)	
Yes – Physical disability	
Yes - Other disability – please self-describe	
Prefer not to answer	
Please self-describe:	

How would you describe your sexual orientation?

Bisexual	
Gay/ Lesbian	
Heterosexual / Straight	
Queer	
Prefer to self-describe	
Prefer not to answer	
Please self-describe:	

Do you have caring responsibilities?

No	
Yes – carer for a child or children under the age of 18	
Yes – carer for a child or children with disabilities	
Yes – carer for an adult or adults with disabilities	
Yes – carer for an older person or persons	
Yes – other – please self-describe	
Prefer not to answer	
Please self-describe:	

Socio-Economic Background

The arts and cultural sector needs to address socio-economic inequality alongside the characteristics protected by The Equality Act 2010. To improve the sector's ability to address this, it is important to capture information about people's backgrounds. We would therefore like to ask you a few questions about you and your parents or caregivers.

The questions and categories below are matched with the Labour Force Survey. They are endorsed by Arts Council England and the Bridge Group.

Please think about your parent(s) or other primary caregiver when you were around 14 years old. What kind of work did this parent/caregiver do?

Unemployed / never worked	
Routine manual and service occupations e.g. van driver, cleaner, porter, waiter/waitress, bar staff	
Semi-routine manual and service occupations e.g. postal worker, security guard, machine worker, receptionist, sales assistant	
Technical and craft occupations e.g. fitter, plumber, printer, electrician	
Clerical and intermediate occupations e.g. secretary, nursery nurse, office clerk, call centre agent	
Middle or junior managers e.g. office manager, warehouse manager, restaurant manager	
Modern professional occupations e.g. teacher, nurse, social worker, artist, musician, software designer	
Traditional professional occupations e.g. accountant, solicitor, scientist, medical practitioner	
Senior managers and administrators e.g. finance manager, chief executive, director	
Prefer not to answer	
Prefer to self-describe (please fill in the free text box below)	
Please self-describe:	

What type of school did you go to?

A state run or funded school - non-selective	
A state run or funded school - selective	
Independent / fee paying school	
Independent / fee paying school on a scholarship	
Prefer not to answer	

Were you eligible for free school for your school years?

Yes	
No	
Not applicable	
Don't know	
Prefer not to answer	

What is your highest qualification?

No formal qualifications	
Secondary school level	
ESOL/Literacy qualifications	
Further education (AS, A Level, Higher, Advanced Higher, Diploma or NVQ level 2/3)	
Higher education (Graduate)	
Higher education (Post graduate and Doctorate)	
Vocational training	
Not known	
Prefer not to answer	
Prefer to self-describe (please fill in the free text box below)	
Please self-describe:	

Thank you very much for completing this Equalities, Diversity & Inclusion (EDI) monitoring form.
Please send completed forms by email to arts@ssw.org.uk

All information gathered will be stored confidentially.

We treat your information with respect. For more information about our privacy practices please visit our website: <http://www.ssw.org.uk/privacy-policy/>