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**SSW x Counterflows Caregivers**

**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](mailto: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.**

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| **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 |

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| **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: |

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| **Is your gender the same as the one assigned to you at birth?** |
| No  Yes  Prefer not to answer |

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| **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: |

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| **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: |

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| **How would you describe your sexual orientation?** |
| Bisexual  Gay/ Lesbian  Heterosexual / Straight Queer  Prefer to self-describe  Prefer not to answer |
| Please self-describe: |

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| **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 say |
| 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.

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| **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 say  Prefer to self-describe (please fill in the free text box below) |
| Please self-describe: |

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| **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 say |

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| **Were you eligible for free school for your school years?** |
| Yes No Not applicable  Don’t know  Prefer not to say |

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| **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 say  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](mailto: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/>