



Yorkshire & Humber Visual Arts Network Ltd (YVAN)

Equity, Diversity, Inclusion and Accessibility Form

Yorkshire & Humber Visual Arts Network is committed to meeting the aims and commitments set out in our [equality, diversity, inclusion and accessibility policy](#). This includes ensuring every person who works for and with us is treated fairly and not discriminated against.

YVAN are one of 9 regions that form part of CVAN (Contemporary Visual Arts Network). We align with their equal opportunities policy and Fair and Equitable program.

We use an inclusive definition of disability, based on the Social Model of Disability. This focuses on the disabling barriers imposed by society, embracing all physical, sensory and invisible impairments, learning disability, mental health and fatigue conditions.

This form is designed to gather anonymous information which helps us maintain equal opportunities best practice and identify barriers to equality and diversity in our Board, Project Team and Working Groups.

All of the information you supply will be confidential, securely stored and kept separate to your current role or job application, and forms no part of any selection process.

Filling in this form is optional. You are not obliged to answer any of these questions but the more information you supply, the more effective our monitoring will be.

Age

- | | |
|----------------------------------|--|
| ☐ 16 - 19 | ☐ 55 - 59 |
| ☐ 20 - 24 | ☐ 60 - 64 |
| ☐ 25 - 34 | ☐ 65 - 69 |
| ☐ 35 - 39 | ☐ 70 - 74 |
| ☐ 40 - 44 | ☐ 75+ |
| ☐ 45 - 49 | ☐ Prefer not to say |
| ☐ 50 - 54 | |

Ethnicity

Black, Black British, Black Irish

- ☐ African
 - ☐ Caribbean
 - ☐ Write-in response:
-

East & South East Asian/ Asian British

- ☐ Chinese
☐ Write-in response:
-

South Asian/South Asian British

- ☐ Bangladeshi
☐ Indian
☐ Pakistani
☐ Write-in response:
-

White

- | | |
|---|---|
| ☐ White British | ☐ Write-in response: |
| ☐ White Irish | |
| ☐ White Gypsy or Irish traveller | |
| ☐ White Roma | |
-

Dual

- | | |
|--|---|
| ☐ Asian and White | ☐ Chinese and White |
| ☐ Asian and Arab | ☐ Write-in response: |
| ☐ Black African and White | |
| ☐ Black Caribbean and white | |
-

Any other background / Self describe

- ☐ Arab
☐ Latin American
☐ Write-in response:
-

- ☐ Prefer not to say

What is your sex?

- | | |
|---------------------------------|--|
| ☐ Male | ☐ Intersex |
| ☐ Female | ☐ Prefer not to say |

How would you describe your gender identity?

- | | |
|-------------------------------------|--|
| ☐ Woman | ☐ Prefer not to say |
| ☐ Man | ☐ Write-in response:_____ |
| ☐ Non-binary | |

Is your gender identity the same as the sex you were assigned at birth?

- | | |
|------------------------------|--|
| ☐ Yes | ☐ Prefer not to say |
| ☐ No | |

Sexual Orientation

- | | |
|--|---|
| ☐ Asexual | ☐ Pansexual |
| ☐ Bisexual | ☐ Queer |
| ☐ Gay man | ☐ Prefer not to say |
| ☐ Gay woman / lesbian | ☐ Write-in response: |
| ☐ Heterosexual / straight | _____ |

Disability

The Equality Act 2010 defines a disability as a "physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities". An effect is long-term if it has lasted, or is likely to last, more than 12 months.

Do you identify as a D/deaf and/or disabled person, or have a long term health condition?

- | | |
|------------------------------|--|
| ☐ Yes | ☐ Prefer not to say |
| ☐ No | |

Do you identify as Neurodivergent? Being Neurodivergent could include Dyslexia, ADHD etc.

- | | |
|------------------------------|--|
| ☐ Yes | ☐ Prefer not to say |
| ☐ No | |

Socio-economic background - Please tell us about the occupation of your main household earner when you were aged 14. If this question does not apply to you (because, for example, you were in care at this time), you can indicate this below. There is a growing body of evidence that people from low socio-economic backgrounds are under-represented in publicly funded culture. In line with Arts Council England, we are gathering data about the backgrounds of those currently working in the sector to take steps to challenge the barriers that people face in entering and progressing in the sector.

- ☐ Modern Professional Occupations - (E.g. Teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, actor, artist, musician, a police officer(sergeant or above), software designer)
- ☐ Clerical and Intermediate Occupations - (E.g. secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse)
- ☐ Senior Managers and Administrators - (Usually responsible for planning, organising and coordinating work for finance such as finance managers, chief executive etc)
- ☐ Technical and Craft Occupations - (E.g. motor mechanic, fitter, inspector, plumber, printer, toolmaker, electrician, gardener, train driver)
- ☐ Semi-Routine Manual and Service Occupations - (E.g. postal worker, machine operative, security guard, caretaker, farmworker, catering assistant, receptionist, sales assistant)
- ☐ Routine Manual and Service Occupations - (E.g. HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff)
- ☐ Middle or Junior Managers - (E.g. office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican)
- ☐ Traditional Professional Occupations - (E.g. solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer)
- ☐ Short Term Unemployed - (Claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)

- ☐ Long Term Unemployed - (Claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- ☐ Retired
- ☐ Not applicable
- ☐ Prefer not to say
- ☐ Write-in response _____

What best describes your current or most recent occupation?

Your experience of YVAN

How much time would you like to spend on YVAN related tasks annually (approximately)?

Participation & Accessibility - How do you prefer to be contacted? Email, phone, in person, Notion? (Please notify us by email if you have any access needs to info@yvan.org.uk)

What do you feel is going well with YVAN and what needs improvement?

Carbon reporting

What is your most used mode of transport to work/volunteer related meetings, programmes or events in the past year?

- ☐ Car
- ☐ Train
- ☐ Bus
- ☐ Bicycle
- ☐ Walk
- ☐ Other _____

Are there any actions big or small that you do to support Climate justice or reducing carbon emissions?

Appendix

[CVAN Fair and Equitable Report](#)

[YVAN GDPR Policy](#)

Thank you for completing this form