

Federation of Scottish Theatre

State of Play: Workforce Survey

Thank you for taking time to complete this important survey.

This survey is for all individuals working or volunteering in professional performing arts in Scotland.

We are defining performing arts, in line with the Department for Culture, Media and Sport definition as 'all forms of theatre, dance, musicals and opera performances' and also creative education, participation, artistic creation and governance.

We would like to assure you that all the information we collect will be anonymous and confidential and used for statistics and research purposes only. It will not be possible to identify any particular individual in the results.

What's involved?

Time: The main survey should take around 15-30 minutes to complete, you are also able to save your progress and complete it in stages to complete over time (*to do this just click save at the bottom of the screen*).

Sections: There are 6 sections to complete in the Workforce survey:

- 1 – Your role/ position in the performing arts
- 2 – Experiences of working in performing arts
- 3 – Equality and diversity in performing arts
- 4 – Combatting abuse
- 5 – Impact of the Covid-19 and looking to the future.
- 6 – An optional section on awareness and experiences of Fair Work, Equalities practice, Climate Action and the role of Federation of Scottish Theatre.

In advance: If you'd like to see the survey questions in advance download a PDF [here](#)

Access: If you require the survey in a different format or assistance in completing it then please get in touch with us at stateofplay@scottishtheatre.org

This survey is being undertaken on behalf of FST by independent market research agency 56 Degree Insight. More details on 56 Degree Insight's Privacy Policy is available [here](#).

SECTION 1 – YOU AND THE PERFORMING ARTS

The first few questions ask you to provide some key details about your involvement in performing arts

Q1 Are you a member of the Federation of Scottish Theatre?

- Yes, I am an individual member
- Yes, the organisation I work with is a member
- No, but was previously a member
- No, never been member
- Don't know
- No – I would like more information about becoming a member

To obtain more information about becoming a member [click here](#).

- Q2 Are you a member of a performing arts related trade union?
- Yes, was a member before Covid-19 pandemic
 - Yes, became a member for first time after start of Covid-19 pandemic
 - No, but was previously a member
 - No, never been member
 - Don't know

Q3 Which trade union are you a member of?

Q4 Which of the following best describes role(s) you have had in performing arts in the period since April 2019?

Select all of the options which apply to you now or have done at any point since April 2019. If your role(s) are not included in the list, please type in details below.

Artistic / Creative Roles:

- Artistic Direction
- Choreography / Movement direction
- Creative Development
- Direction
- Set Design
- Costume Design
- Lighting
- Video
- Other design
- Dramaturgy
- Actor
- Dancer
- Other performer
- Playwriting / Writing
- Producing
- Programming
- Other Artistic / Creative roles

Audience / Customer Care roles:

- Box Office
- Catering
- Front of House
- Marketing and Press
- Other Audience / Customer Care roles

Learning and Participation roles:

- Community engagement
- Creative practitioner
- Teacher
- Other Learning or Participation roles

Management / Finance / Administration roles:

- Administration
- Chief Executive
- Finance
- Fundraising
- Human Resources
- General Management
- Producing
- Other Management/ Finance or Administration roles

Production / Technical roles:

- Production Management
- Stage Management
- Technical Management
- Lighting / Sound / Video
- Wardrobe
- Scenic
- Other Production/ Technical roles

Governance:

- Board of Directors

Other roles (please type in details):

Q10 Which of the following best describes your working status in the performing arts?

Select all of those which applied during each period. If other(s), please type in details below.

	Currently	April 2020 to March 2021	April 2019 to March 2020
Permanent - Full time (35hrs+ per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Permanent - Part time (less than 35 hours per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Temporary - Full time (35hrs+ per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Temporary - Part time (less than 35 hours per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self employed working for organisation(s) - Fixed period contract	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self employed working for organisation(s) - Agency temping	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self employed working for organisation(s) - Casual work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self employed working for organisation(s) - Seasonal work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self employed and running own business (e.g. sole trader)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board Member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid/ volunteer - Full time (35hrs+ per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid/ volunteer - Part time (less than 35 hours per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not working	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please provide details)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If other - please give details of your working status:

Q11

Currently

April 2020 to March 2021

April 2019 to March 2020

Q12 You selected 'self employed working for an organisation' for one or more of the time periods. Was/is this on a full or part time basis?

	Currently	April 2020 to March 2021	April 2019 to March 2020
Full time (35 hrs+ per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part time (less than 35 hrs per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not applicable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q13 How many years have you been working in performing arts?

Provide an estimate of the total number of years that you have actively worked in the sector – including both paid or unpaid employment

- Less than a year
- 1 – 2 years
- 3 – 5 years
- 6 – 10 years
- 11 – 15 years
- 16 – 20 years
- Longer

How many years?

SECTION 2 – EXPERIENCES OF WORKING IN PERFORMING ARTS

This section of the survey includes some further questions regarding your experiences of working in performing arts with a particular focus on pay and the fairness of working practices.

Some of the questions in this section relate to Fair Work First Guidance. We are asking these questions to help assess the sector's Fair Work practices. The Scottish Government's Fair Work First Guidance asks employers to adopt fair working practices specifically:

- appropriate channels for effective voice, such as trade union recognition;
- investment in workforce development;
- no inappropriate use of zero hours contracts;
- action to tackle the gender pay gap and create a more diverse and inclusive workplace; and
- payment of the real Living Wage.

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Q14 Please provide an estimate of the percentage of your income obtained from work you do/did in the performing arts sector during the following periods.

If you aren't sure please provide your best estimates.

If no income was from performing arts type in 0 – if all of your income was from performing arts type in 100.

Currently _____
April 2020 to March 2021 _____
April 2019 to March 2020 _____

Q15 Which organisations/ bodies in the performing arts sector have you worked with during each time period:

Please tell us the names of up to 5 organisations you have worked for with (ideally the organisations you have worked with most regularly during each period) – this can include all types of employment including a permanent or temporary contract or freelance work.

Currently _____
April 2020 to March 2021 _____
April 2019 to March 2020 _____

Q16 Which of the following best describes the nature of your current contract?

- Permanent employment contract

- Temporary / fixed term employment contract
- Fixed term freelance contract (union recognised)
- Fixed term freelance contract (not union recognised)
- Other (type in details below)
- Not applicable

Please type in details below:

Q17 During the year from 1st April 2020 to the end of March 2021 how many of the following kinds of opportunities, if any, did you participate in or benefit from?

Type in number of opportunities if any. If none type in a 0. If not applicable to your role select the box below and continue.

Commissions to produce new work _____
 Completed residencies _____
 Other development events or activities _____
 Received support in kind _____

Not applicable to me

Q19 Please type in details of your sources of income other than performing arts:

Currently _____

 April 2020 to March 2021 _____

 April 2019 to March 2020 _____

Q20 Please provide an estimate of the total amount you earned from working in performing arts (before deducting tax) during each period.

If you aren't sure please provide your best estimates. Include all income including earnings from all types of employment including a permanent or temporary contract or freelance work.

Current year from April 2021 to March 2022 (provide a projection if you can) _____

 April 2020 to March 2021 _____

 April 2019 to March 2020 _____

- Q21 During the Covid-19 pandemic have you received any financial support from the public sector to support you during this period? (e.g. UK or Scottish Government, Creative Scotland).
- No
 - Yes – from government furlough scheme
 - Yes – Grant from Self-Employment Income Support Scheme
 - Yes – from the Creative Scotland Hardship Fund for Creative Freelancers
 - Yes – commission from a venue who received funding from the Performing Arts Venue Relief Fund (PAVR)
 - Yes - other support (please give details)
 - Don't know

Please type in details of other support you received:

- Q22 Are you currently employed on a zero hours contract basis?

A 'zero hours contract' is one which does not guarantee any work to the individual and does not set out a minimum number of hours

- Yes
- No
- Don't know

- Q23 How many hours per week did/do you usually work in the performing arts during each time period?

Include both contracted hours and additional hours routinely spent working. If none type in 0.

If you aren't sure please provide your best estimates.

Currently _____
April 2020 to March 2021 _____
April 2019 to March 2020 _____

- Q24 In general to what extent has your income from performing arts changed during the last 5 years?
- Increased significantly
 - Increased slightly
 - Not changed
 - Decreased slightly
 - Decreased significant
 - Don't know/ not applicable

Q25 During each of the following time periods did you tend to work any....

Tick applicable options

	Current year, April 2021 to March 2022	April 2020 to March 2021	April 2019 to March 2020
Paid overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid overtime (e.g. unavoidable hours required to do your role)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid voluntary work (e.g. work you chose to/ were happy to do unpaid for reasons other than monetary recompense)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No - did not work any overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not applicable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q26 How many hours of paid overtime do (did) you usually work per week?

If you aren't sure please provide your best estimates.

Current year, April 2021 to March 2022 _____
April 2020 to March 2021 _____
April 2019 to March 2020 _____

Q27 How many hours unpaid overtime do (did) you usually work per week?

If you aren't sure please provide your best estimates.

Current year, April 2021 to March 2022 _____
April 2020 to March 2021 _____
April 2019 to March 2020 _____

Q28 Thinking about the rate of pay you are currently receiving and all of the hours you work (including paid or unpaid overtime), can you calculate your hourly rate of pay?

If you aren't sure please provide your best estimates. The following may help you work this out:

- Determine how many weeks per year you work (start with 52 weeks and deduct the number of weeks you take off for holidays etc)

- Take your earning figure from your answer to Q20 and divide it by your average hours worked per week (answer Q23) and divide again by number of weeks worked per year.

Currently _____
April 2020 to March 2021 _____
April 2019 to March 2020 _____

Don't know/ can't provide an estimate

Q30 Thinking about the rate of pay you are currently receiving and all of the hours you work (including paid or unpaid overtime), which of the following, if any, do you think applies to you:

Note:

The national/statutory minimum wage in Scotland is £7.20 per hour for those aged 25+, £6.70 per hour for those aged 21-24 and £5.30 per hour for those aged 18-20.

The Real Living Wage in Scotland is £9.50 per hour.

- Your pay is less than the national/statutory minimum wage
- Your pay is equal to or more than the national/statutory minimum wage
- Your pay is less than the Real Living Wage
- Your pay is equal to or more than the Real Living Wage
- Don't know
- None of the above/not applicable

Q31 Is your current employer* an accredited Living Wage employer?

****If you regularly work on a freelance/self-employed basis please answer in relation to the organisations you work for most often.***

- Yes
- No
- Don't know
- Not relevant to me

Q32 Do you currently contribute towards a pension?

- Yes - Workplace pension which myself and my employer contribute to
- Yes - Private pension
- Yes – Other type of pension
- No
- Don't know

Q33 How many days of training have you had during the last 12 months, either paid for or organised by a (performing arts) employer?

- None
- Less than 1 day
- 1 to less than 2 days
- 2 to less than 5 days
- 5 to less than 10 days
- 10 days or more

Q34 On which of the following areas have you received training during this period?

- Health and safety
- Covid safety
- Equality and diversity
- Finance
- GDPR
- Carbon Literacy
- Contracts
- International Touring
- Marketing / Audience Development
- Other

Please type in details below:

Q35 Thinking about current situation, to what extent do you agree or disagree with each of the following statements related to working in the performing arts sector...

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know/ Not applicable
I am paid fairly for work that I do in the performing arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The rates of pay/fees that I receive for my work in performing arts were negotiated and contracted fairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work in performing arts is meaningful and provides me with a sense of purpose	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are informal barriers (e.g. expectations to work long hours, being mobile, etc.) to career progression at the place(s) I work at	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am confident that my employer does not inappropriately use zero hour contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am satisfied with the opportunities I have (had) to develop my skills in my role	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are realistic opportunities to progress my career within the area of performing arts I specialise in	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Managers at my usual workplace are good at seeking and responding to the views of employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q36 If you would like to provide any further feedback regarding your experience of working in performing arts please type these in below.

Otherwise move to the next section.

SECTION 3 – EQUALITY AND DIVERSITY IN PERFORMING ARTS

The next few questions collect information about your personal ‘protected’ characteristics. These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. We also ask about some unprotected characteristics, including socio-economic class. Some of the questions may feel quite personal and you may feel unsure about sharing this information.

Please be reassured that:

1.It’s optional - you do not need to disclose your equality data if you do not wish to. We provide a ‘prefer not to say’ option with every question.

2.It’s anonymous and confidential - we ask questions to collect overall statistical information – we cannot and do not wish to identify individuals from the answers

3.It’s valuable data - the information collected will help us to compile a picture of the diversity of the workforce. The data will allow FST and other policy makers to develop to policies and practice that address inequalities, set Equalities Outcomes and measure progress over time.

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- Q37 Where do you normally live?
- Scotland
 - Outside of Scotland in the UK
 - Outside of the UK
 - Prefer not to say

Q38 In which of the following local authority/ council areas in Scotland do you normally live?

- Aberdeen
- Aberdeenshire
- Angus
- Argyll and Bute
- Clackmannanshire
- Dumfries and Galloway
- Dundee
- East Ayrshire
- East Dunbartonshire
- East Lothian
- East Renfrewshire
- Edinburgh
- Falkirk
- Fife
- Glasgow
- Highland
- Inverclyde
- Midlothian
- Moray
- Na h-Eileanan Siar
- North Ayrshire
- North Lanarkshire
- Orkney
- Perth and Kinross
- Renfrewshire
- Scottish Borders
- Shetland
- South Ayrshire
- South Lanarkshire
- Stirling
- West Dunbartonshire
- West Lothian
- Don't know
- Prefer not to say

Q39 Please indicate your age category:

- 16-24
- 25-44
- 45-64
- 65+
- Prefer not to say

Q40 Which of the following best describes your gender?

- Male
- Female
- In another way
- Prefer not to say

If you describe your gender with another term, please provide this here:

Q41 Do you consider yourself to be a trans person?

Trans is an umbrella term used to describe people whose gender is not the same as the sex they were assigned at birth.

Note: Monitoring questions on trans status are rapidly developing and changing. This phrasing is currently considered best practice by Stonewall Scotland and the Scottish Trans Alliance

- Yes
- No
- Prefer not to say

Q42 What is your sexual orientation?

- Bisexual
- Gay Man
- Gay Woman/ Lesbian
- Heterosexual/ Straight
- Not known
- Prefer to self-describe – if you would like to please give further details below
- Prefer not to say

Please type in details below:

Q43 Please tell us your religion or belief:

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

Q44 Disability is defined by the Equality Act 2010 as a physical or mental impairment which has a substantial and long term (has lasted or is expected to last at least 12 months) adverse effect on a person's ability to carry out normal day-to-day activities.

In these terms, do you consider that you have a disability?

- Yes
- No
- I don't know
- Prefer not to say

- Q45 Which of the following, if any, has the most impact on your ability to undertake day to day activities?
- Physical impairment, such as difficulty using your arms or mobility issues which means using a wheelchair or crutches
 - Sensory impairment, such as being blind/having serious visual impairment or being deaf/having serious hearing impairment
 - Mental health condition such as depression or schizophrenia
 - Learning disability, such as Down's syndrome or dyslexia or cognitive impairment such as autism or head injury
 - Long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease or epilepsy
 - Other
 - None of these

- Q46 Are you married or in a civil partnership?
- Yes
 - No
 - Prefer not to say

Q47 Please indicate your ethnicity.

Ethnicity is distinct from nationality, place of birth or citizenship

- White Scottish
- Other White British
- Irish
- Gypsy/Traveller
- Polish
- Other White background
- Mixed or Multiple ethnic groups (please specify below)
- Pakistani, Pakistani Scottish or Pakistani British
- Indian, Indian Scottish or Indian British
- Bangladeshi, Bangladeshi Scottish or Bangladeshi British
- Chinese, Chinese Scottish or Chinese British
- Other Asian background
- African, African Scottish or African British
- Other African background
- Caribbean, Caribbean Scottish or Caribbean British
- Black, Black Scottish or Black British
- Other Caribbean or Black background
- Arab, Arab Scottish or Arab British
- Any other Ethnic Group (please specify below)
- Other or mixed / multiple ethnic group.
- Prefer not to say

Please provide further details:

- Q48 Are you pregnant, on maternity leave, or returning from maternity leave?
- Yes
 - No
 - Prefer not to say

Q49 Do you have caring responsibilities?

- No
- Yes - Primary carer of pre school child/children
- Yes - Primary carer of primary school child/children
- Yes - Primary carer of secondary school child/children
- Yes - Primary carer of school leave (16 to 18)
- Yes - Primary carer of disabled child/children
- Yes - Primary carer of disabled adult (18 and over)
- Yes - Primary carer of older person/s
- Yes - Secondary carer (another person carries out the main caring role)
- Prefer not to say

The next three questions relate to your socio-economic background. We ask these because, although socio-economic background is not a protected characteristic under the Equality Act 2010, understanding social mobility and the social and economic background of individuals is considered key in helping to form an accurate picture of how open and accessible a sector is.

Note: In developing the wording for these questions we have consulted Jerwood Art's Socio-economic Diversity and Inclusion in the Arts A Toolkit which recommends best practice questions to get measurements of socio-economic background.

Q50 Do you identify as being from a particular social class?

- No
- Yes
- Don't know
- Prefer not to say

How would you describe your class?

Q51 What type of school did you mainly attend between the ages of 11 and 16?

Note: This question is a standard approach used to understand an individual's socio-economic background

- Attended school outside the UK
- Private/independent/boarding school - bursary
- Private/independent/boarding school - no bursary
- State school
- Other
- Prefer not to say

Please provide further details:

Q52 Please think about the parent or other care-giver who was the highest income earner in your house when you were around 14 years old. What kind of work did they do?

If this question does not apply to you (because for example, you were in care at this time), you can indicate this below.

- Clerical and intermediate occupations** e.g. secretary, personal assistant, 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
 - 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
 - Senior managers and administrators** e.g. finance manager, chief executive
 - Technical and craft occupations** e.g. fitter, plumber, printer, electrician
 - Traditional professional occupations** e.g. accountant, solicitor, scientist, medical practitioner
 - Long-term unemployment** e.g. claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year
 - Other** (please type in details below)
 - This question does not apply to me
 - Prefer not to say
-

Q53 Have you ever experienced homelessness?

Further details on what we mean by homelessness can be found on the Shelter Scotland website here.

- Yes
- No
- Don't know
- Prefer not to say

Q54 Have you ever been a refugee or asylum seeker, either where your currently live or elsewhere?

- Yes – currently a refugee
- Yes – currently an asylum seeker
- Yes – was previously a refugee
- Yes – was previously an asylum seeker
- No
- Don't know
- Prefer not to say

Q55 Whilst working in the performing arts since April 2019, do you feel like you have at any point personally been unfairly treated or discriminated against for any of the following reasons?

- Your gender
- Your age
- Your religion or religious beliefs
- Your sexual orientation
- Your race or ethnicity
- Any physical or mental health condition you have
- Being pregnant
- Your marital status
- Your caring responsibilities
- Your socio-economic group
- Being a refugee or asylum seeker
- Where you live
- Your accent
- Other
- None of the above
- Don't know
- Prefer not to say

Please provide further details:

Q56 If you would like to provide any further feedback on the subjects covered in this section of the questionnaire please type these in below.

Otherwise press the next button below to continue.

SECTION 4 – COMBATTING ABUSE

The following questions ask about problems that you may have faced working in the performing arts.

Since 2017 FST has been exploring ways of combatting abuse within the sector and will soon convene a working party to take the legacy of this work forward, as well as new ideas, working with specialist partners and individuals working in this area. Although sensitive, the following questions will provide us with anonymised data to underpin this work. We are particularly grateful to you for providing us with this information.

We would like to assure you that all the information we collect will be kept in the strictest confidence and used for statistics and research purposes only. It will not be possible to identify any particular individual in the results.

Advice and Guidance

FST has a range of documents, resources, and industry guidance relating to diversity, inclusion, wellbeing as well as combatting abuse in the performing arts. The resources include signposting to other professional bodies and organisations whose resources are useful for arts professionals are available here:

<https://www.scottishtheatre.org/advice/>

<https://www.scottishtheatre.org/sector-support/combating-abuse/>

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Q57 Have you personally experienced bullying or harassment* (since April 2019) at your workplace for any of the following reasons?

***Bullying and harassment is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010.**

- Your gender
- Your age
- Your religion or religious beliefs
- Your sexual orientation
- Your race or ethnicity
- Any physical or mental health condition you have
- Being pregnant
- Your marital status
- Your caring responsibilities
- Your socio-economic group
- Being a refugee or asylum seeker
- Where you live
- Your accent
- Other
- None of the above
- Don't know
- Prefer not to say

Please provide further details:

Q58 Were these issues resolved?

- Yes
- No
- Don't know

Q59 Can you tell us what actions were taken that lead to the issue being resolved / unresolved?

Your answer here will help us understand what contributes to a problem being successfully or unsuccessfully resolved.

As with all of the questions in this survey, if you'd prefer not to answer press 'next' to continue

Q60 If you would like to provide any further feedback on the subjects covered in this section of the questionnaire please type these in below.

Otherwise press the next button below to continue.

SECTION 4 – IMPACTS OF COVID-19 AND LOOKING TO THE FUTURE

This final section asks you a few questions about the impacts of the Covid-19 pandemic, your outlook for the future and the types of support you need.

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Q61 Have you been impacted by the Covid-19 pandemic in any of the following ways?

Select all that apply

- I have become unemployed
 - My pay or fees have been reduced
 - My pay or fees have increased
 - My contractual hours have been reduced
 - My contractual hours have increased
 - My freelance contracts have been reduced
 - My freelance contracts have increased
 - My employer has put me on furlough
 - I have had to use my annual leave while my organisation is closed
 - I have used my savings
 - None of these
 - Other (provide details below)
-

Q62 To what extent has the amount of work that you do in the performing arts changed over this period?

- Completely stopped for all of the period
- Significantly decreased
- Slightly decreased
- No change
- Slightly increased
- Significantly increased
- Don't know

Q63 Has the nature of the work you do in performing arts changed significantly during this period? (For example, the role that you do, the people that you work with, where you work, etc.)

- Yes
- No
- Don't know

Please type in details below:

Q64 How would you rate your overall confidence for your future working in performing arts in the short, medium and long term?

(1=very low, 10=very high)

	1 - Very low	2	3	4	5	6	7	8	9	10 - Very high
Short term (next 3 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medium term (next 12 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Long term (next 24 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q65 What do you see as the main opportunities for you working in performing arts over the next 12 months?

Type in as much detail as you can

Q66 What do you see as the main challenges for you working in performing arts over the next 12 months?

Type in as much detail as you can

Q67 What type of support, if any, would you like employers to provide to help you to overcome challenges and realise opportunities?

Type in as much detail as you can

Q68 What type of support, if any, would you like to see provided by other organisations to help you to tackle the challenges you foresee and realise the opportunities?

Type in as much detail as you can

Q69 Thank you for completing the survey so far.

The final section is optional and asks for your opinion on the following policy development areas:

- Fair Work First
- Equalities and Human Rights
- Climate Action
- FST's aims and priorities.

It will take about 5 minutes to complete. Your opinions will be invaluable in shaping future policies and priorities.

Would you like to complete this optional section?

- Yes, I'm happy to complete this section
- No thanks - go to end of survey now

FAIR WORK

The Fair Work Convention’s vision is that by 2025 people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society

The ‘Fair Work First’ approach is being developed by the Scottish Government, trade unions and business to develop support and advice for employers to support fair work practices in their businesses including employing disadvantaged groups

Q70 How aware are you of the Fair Work framework?

- Know a lot about it
- Know a little about it
- Heard of it but know little or nothing about it
- Not heard of it
- Don’t know

Q71 Are you aware of any organisations or individuals in the performing arts following good practice when in relation to Fair Work?

- Yes
- No
- Don’t know

Please type in details below:

Q72 How confident are you that employers in the performing arts in Scotland are doing what is required to adopt Fair Work practices?

- Extremely confident
- Quite confident
- Not very confident
- Not at all confident
- Don’t know

Q73 In your opinion, what if anything could be done to help individuals and organisations in the performing arts to do more to adopt Fair Work practices?

EQUALITIES AND HUMAN RIGHTS BASED APPROACH

Contributors to FST’s Strategy Development work have proposed an aim to empower and support the sector to understand its role in advancing Human Rights. The aim would be to develop, embed and mainstream Equalities and Human Rights Practice in the theatre and dance sector so that everyone in Scotland has equality of opportunity and access.

If you would like to see more detail on FST’s current strategy development activity [click here](#)

Q74 To what extent do you agree or disagree with the following statement:

“The performing arts in Scotland should prioritise a human rights-based approach (HRBA) – which means putting equalities and human rights considerations at the centre of all policies and practices.”

- Strongly agree
- Slightly agree
- Neither agree nor disagree
- Slightly disagree
- Strongly disagree
- Don't know
- Prefer not to say

Q75 In your opinion, how well is the performing art sector in Scotland doing in relation to addressing inequalities and prioritising marginalised people in the workforce?

- Extremely well
- Quite well
- Not very well
- Not at all well
- Don't know

Q76 Are you aware of any organisations or individuals in the performing arts following good practice when in relation to addressing inequalities and prioritising marginalised people in the workforce?

- Yes
- No
- Don't know

Please type in details below:

Q77 In your opinion what, if anything, could be done to help individuals and organisation in the sector to do more to address inequalities and prioritising marginalised people in the workforce?

CLIMATE ACTION

In the global effort to fight climate change, the Scottish Government has set a target for Scotland to become 'Net Zero' by 2045. This means the amount of greenhouse gas emissions we put into the atmosphere and the amount we're able to take out will add up to zero.

Contributors to FST's Strategy Development work are proposing aims relating to climate change mitigation and adaptation* which would involve the sector working together and being confident in the actions required.

*Mitigation and adaptation are the two strategies for addressing climate change. Mitigations are interventions to reduce the amount the climate changes, through reducing greenhouse gases in the atmosphere and taking steps to reduce further emissions of greenhouse gases.

Adaptations are adjustments in systems and behaviours to the impacts of climate change to reduce the negative impacts and exploit any beneficial opportunities.

Q78 Are you taking any steps to reduce your work's impact on the environment and support the achievement of Scotland's net zero target?

- Yes
- No, but plan to do so
- No and no plans to do so
- Don't know

Q79 Is/are the organisation(s) you work for taking any steps to reduce its impact on the environment carbon emissions to support the achievement of Scotland's net zero target?

- Yes
- No, but plan to do so
- No and no plans to do so
- Don't know
- Not applicable

Q80 How confident are you that the performing arts sector in Scotland is doing what is required to mitigate against climate change and contribute towards Scotland's Net Zero target?

- Extremely confident
- Quite confident
- Not very confident
- Not at all confident
- Don't know

- Q81 How confident are you that the performing arts sector in Scotland is doing what is required to adapt to climate change and contribute towards securing the wellbeing of our people and planet for generations to come?
- Extremely confident
 - Quite confident
 - Not very confident
 - Not at all confident
 - Don't know

- Q82 Are you aware of any organisations or individuals in the performing arts following good practice in relation to climate change?
- Yes
 - No
 - Don't know

Please type in details below:

- Q83 In your opinion what, if anything, could be done to help individuals and organisation in the sector mitigate against and adapt to climate change?

Q84 FEDERATION OF SCOTTISH THEATRE

The Federation of Scottish Theatre’s core aims are as listed below.

How do you rate FST’s performance in each of these areas?

	Very good	Quite good	Neither good nor poor	Quite poor	Very poor	Don't know/ Not applicable
To support Scotland’s dance, opera and theatre sector to be a world leader in artistic and management practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To be a key influencer in Scotland’s civic and cultural life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To ensure the long-term financial stability of FST and continually strive to be a well-managed and effective organisation, making the best use of resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q85 FST’s services focus around the following four main areas. Please rate the importance of each of these areas to you:

	Very important	Quite important	Neither important nor unimportant	Not very important	Not at all important	Don't know/ Not applicable
Networking and Information <i>(Regular sector-wide opportunities to network such as Members’ Meetings, Forums and Emporium)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advocacy <i>(Representing the Scottish Performing Arts Sector to the Scottish Government, Creative Scotland and other stakeholders and policy-makers)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strategic Sector Support & Development <i>(Such as Sector Strategy Development, Health & Safety Support, Access Scottish Theatre)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training & Professional Development <i>(Tailored training and development opportunities, which are heavily subsidised for the FST Members)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q86 How well would you rate the provision of each of these services?

	Very good	Quite good	Neither good nor poor	Quite poor	Very poor	Don't know/ Not applicable
Networking and information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advocacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strategic Sector Support & Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training & Professional Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q87 Are there other ways FST could achieve its main aims? Please type in your ideas or suggestions below:

Q88 Thank you for completing this questionnaire. If there is anything else you want to tell us about that this questionnaire hasn't covered, please type in below.

Once again thank you for taking time to take part in this survey. All of the information you have provided will be treated in confidence. Please click the submit button below to close the survey.