|  |
| --- |
| **EQUALITY, DIVERSITY AND INCLUSION**  **MONITORING FORM**  **Inclusion** is part of our values here at Firstsite: equality of access and opportunity combined with best practice to help engage with our audiences, artists, least involved groups, partners, suppliers and staff.  The organisation needs your help and co-operation to enable us to build an accurate picture of the diversity of its employees and those who apply for a job with the Organisation. This includes our commitment to not discriminating under the Equality Act 2010.  Please be aware that filling in this form is voluntary and is not included, in any way, as part of a recruitment process or performance review.  The information you provide will remain confidential, will be stored securely and limited only to members of Management and HR.  Please highlight the answers below that you feel most apply to you and provide more detail if you wish. |
|  |
| 1. **Gender:**   **Which of the following best describes your gender?**  Female  Male  Non-Binary  Prefer not to say  Prefer to self-describe: |
| 1. **Sexual Orientation:**   **Which of the following best describes your sexual orientation?**  Bisexual  Gay Man  Gay Woman/Lesbian  Heterosexual/Straight  Prefer not to say  Prefer to self-describe:   1. **Gender Identity:**   **Do you identify as trans?**  Yes  No  Prefer not to say  Prefer to self-describe:   1. **Age:**   **What is your current age?**  Under 20 years  20-34 years  35-49 years  50-64 years  65+ years  Prefer not to say   1. **Disability:**   **Do you consider yourself to be disabled?**  Yes  No  Prefer not to say  The Equality Act 2010 defines a disabled person as someone who has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. We are a Disability Confident employer. We aim to offer an interview to disabled people who meet the minimum requirements of the role. The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.   1. **Ethnicity**   **What is your ethnic group?**  Asian/Asian British – Chinese  Asian/Asian British - Indian  Asian/Asian British - Pakistani  Asian/Asian British - Any other Asian background  Black/African/Caribbean/Black British - African  Black/African/Caribbean/Black British - Caribbean  Black/African/Caribbean/Black British - Any other Black/African/Caribbean background  Mixed/Multiple ethic groups - White and Asian  Mixed/Multiple ethic groups - White and Black African  Mixed/Multiple ethic groups - White and Black Caribbean  Mixed/Multiple ethic groups - Any other mixed/multiple ethnic background  White - English/Welsh/Scottish/Northern Irish/British  White - Irish  White - Gypsy or Irish Traveller  White - Any other white background  Other Ethnic Groups - Arab  Other Ethnic Groups - Any other ethnic group  Prefer not to say  Prefer to self-describe: |
| 1. **Religious Belief**   Buddhist  Christian (any denomination)  Hindu  Jewish  Muslin  Non-religious  Sikh  Other  Prefer not to say  Prefer to self-describe: |
| 1. **How did you hear about this vacancy?**   Firstsite Social Media Post  Family or friend  Charity jobs  LinkedIn  Other, please state: |
|  |