

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.

<p>Gender:</p> <p>Which of the following best describes your gender?</p> <ul style="list-style-type: none">• Female• Male• Non-Binary• Prefer not to say• Prefer to self-describe:	<p>Do you identify as trans?</p> <ul style="list-style-type: none">• Yes• No• Prefer not to say• Prefer to self-describe:
<p>Sexual Orientation:</p> <p>Which of the following best describes your sexual orientation?</p> <ul style="list-style-type: none">• Bisexual• Gay Man• Gay Woman/Lesbian• Heterosexual/Straight• Prefer not to say• Prefer to self-describe:	<p>Age:</p> <p>What is your current age?</p> <ul style="list-style-type: none">• Under 20 years• 20-34 years• 35-49 years• 50-64 years• 65+ years• Prefer not to say
<p>Disability:</p> <p>Do you consider yourself to be disabled?</p> <ul style="list-style-type: none">• Yes• No• Prefer not to say <p>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.</p> <p>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.</p>	

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 ethnic groups - White and Asian
- Mixed/Multiple ethnic groups - White and Black African
- Mixed/Multiple ethnic groups - White and Black Caribbean
- Mixed/Multiple ethnic 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:

Religious Belief:**Which of the following best describes your religious belief?**

- Buddhist
- Christian (any denomination)
- Hindu
- Jewish
- Muslim
- Non-religious
- Sikh
- Other
- Prefer not to say
- Prefer to self-describe:

Neuro-divergent:**Do you consider yourself to be Neuro-divergent?**

- Yes
- No
- Prefer not to say

Admin:**How did you hear about this vacancy?**

- Firstsite Social Media Post
- Internal advert
- Family or friend
- Charity jobs
- LinkedIn
- Other, please state: