

## Equal Opportunities Monitoring Form

The Kenton Theatre is an equal opportunity employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. Our recruitment criteria and procedures (including the areas or media sources which are used in the recruitment process) are frequently reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities and that no applicant or employee is disadvantaged by provisions, criteria or practices which cannot be shown to be justified.

To assess the success of this policy, we have set up a system to monitor all job applications. We would therefore be grateful if you would complete the questions on this form. This information will be used for monitoring purposes only and shall remain strictly confidential in line with our Data Protection arrangements.

This form will **not** be used during the shortlisting process but will be used separately and for the purpose of recruitment, monitoring and provision of statistical data. All information supplied will be treated in the strictest confidence and protected from misuse.

### ***Private and Confidential***

**Position applied for:** \_\_\_\_\_

#### **Gender**

- Female
- Male
- Pangender
- Prefer not to answer

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

- Yes
- No
- Prefer not to answer

**Have you ever identified as transgender or pangender?**

*For the purpose of this question “transgender” is defined as an individual who lives, or wants to live, full time in the gender opposite to that they were assigned at birth. “Pangender” is defined as an individual who lives, or wants to live, fulltime as a non-binary-gendered individual.*

- Yes
- No
- Prefer not to answer

**Age**

- 19 years or under
- 20 – 29
- 30 – 39
- 40 – 49
- 50 – 59
- 60 – 69
- 70 years plus
- Prefer not to say

**Ethnicity**

*Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong.*

Asian or Asian British

- Asian British
- Bangladeshi
- Chinese
- Indian
- Pakistani
- Sikh
- Other Asian – please state
- Prefer not to say

Black, African, Caribbean or Black British

- African
- Black British
- Caribbean
- Other Black – please state
- Prefer not to say

Mixed or Multiple Ethnic Groups

- Asian and White
- Black African and White

- Black Caribbean and White
- Other Mixed – please state
- Prefer not to say

White

- English
- Irish
- Northern Irish
- Scottish
- Welsh
- Other White - please state
- Prefer not to say

Are you a member of the Traveller Community?

- Yes
- No
- Prefer not to say

Other ethnic group

- Arab
- Other Ethnic – please state
- Prefer not to say

**Sexual Orientation**

- Asexual
- Bisexual
- Gay/Lesbian
- Heterosexual
- Pansexual
- Prefer not to say

**Disability**

**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.**

**Do you consider yourself to have a disability or a health condition?**

- Yes
- No
- Prefer not to say

**If yes, what is the effect or impact of your disability or health condition on your ability to give your best at work?**

**Do you consider yourself to be neurodivergent?**

- Yes
- No
- Prefer not to say

**If yes, how will this effect or impact your ability to give your best at work?**