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**Dance City Equality Monitoring Form - why we are asking for this information**

We ask questions about ethnicity, sexual orientation and your trans\* status. This information will only be seen by Dance City’s HR Coordinator.

The information you provide will help us to ensure we as an organisation are as inclusive as possible. It will be used solely by the Human Resources department for the purposes of providing statistics for equal opportunities monitoring including reporting to Arts Council England as part of their funding requirements.

**UNDERSTANDING OUR EMPLOYEES**

We seek to understand those whom we employ better. We gather statistical information to understand the different groups of people who work at Dance City. We do not ask questions to pinpoint individuals. We strive to ensure a safe, inclusive, and fair workplace that meets the needs of our employees.

**WE KEEP YOUR INFORMATION SAFE**

Dance City abides by strict laws to store your information securely and responsibly. Your answers are confidential and will never be used to identify you. We explain how we use the information you give us to continually improve our organisation.

**YOU CAN HELP US TO BECOME MORE INCLUSIVE**

We want to make Dance City as inclusive as possible for all our employees. By learning more about the different people who work here we can make sure we are creating a safe, inclusive, and fair workplace.

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

**Please type the job you are applying for here:**

This form will only be seen by the HR Coordinator

**Please complete the following:**

|  |  |
| --- | --- |
| 1. **Gender** | |
| Male (including female to male trans men) |  |
| Female (including male to female trans women) |  |
| Non-binary |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| 1. **Is your gender identity the same as the gender you were assigned at birth?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| 1. **Age** | |
| 0-19 |  |
| 20-34 |  |
| 35-49 |  |
| 50-64 |  |
| 65-74 |  |
| 75+ |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| 1. **Disability**   **The Equality Act 2010 protects disabled people. This defines a person as disabled if they have a physical or mental impairment, which has a substantial and long term (i.e., has lasted or is expected to last at least 12 months) and has an adverse effect on the person’s ability to carry out normal day-to-day activities.** | |
| **Do you consider yourself to have a disability according to the terms given in the Equality Act?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| 1. **If you answered yes to question 4, please specify** | |
| Hearing impairment |  |
| Visual impairment |  |
| Other, e.g., disfigurement, speech impairment |  |
| Learning disability |  |
| Long standing illness or health |  |
| Mental health condition |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| 1. **Do you identify as neuro-divergent?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| 1. **Your ethnic group** | |
| White British |  |
| White Irish |  |
| Gypsy or Irish |  |
| Any other White |  |
| White & Black African |  |
| White & Black Caribbean |  |
| White & Asian |  |
| Any other Mixed |  |
| Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Chinese |  |
| Any other Asian |  |
| Black African |  |
| Black Caribbean |  |
| Any other Black |  |
| Arab |  |
| Latin |  |
| American |  |
| Any other ethnic |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| 1. **Sexual Orientation** | |
| Bisexual |  |
| Gay Man |  |
| Gay Woman |  |
| Heterosexual |  |
| Queer |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| 1. **Socio-Economic Background - the occupation of the main/highest income earner in your household when you were 14** | |
| Modern Professional Occupations |  |
| Clerical and Intermediate Occupations |  |
| Semi-Routine Manual and Service Occupations |  |
| Routine Manual and Service Occupations |  |
| Middle or Junior Managers |  |
| Traditional Professional Occupations |  |
| Short Term Unemployed |  |
| Long Term Unemployed |  |
| Retired |  |
| Do not know |  |
| Prefer not to say |  |