**Equal Opportunities Monitoring Form**

The Gate Theatre is committed to achieving equality of opportunity in employment.

In accordance with the Gate’s policy on equal opportunities in employment, we will provide equal opportunities to any employee or job applicant and will not discriminate either directly or indirectly because of race, gender, sexual orientation, family status, religion or belief, civil status, age, disability, or membership of the travelling community.

In order 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.

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| **Role Information** |

##### Application for the role of: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **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 ☐ | | | | | | | |
| **Civil Status** | | | | | | | | | | | | | | | | | | | | | | | | |
| Civil Partnership ☐ | | | Divorced ☐ | | | | | | | Married ☐ | | | Separated ☐ | | | | | | Single ☐ | | | | Other ☐ | |
| Prefer not to answer ☐ | | | | | | | | | | | | | | | | | | | | | | | | |
| **Ethnicity**  *Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box(s).* | | | | | | | | | | | | | | | | | | | | | | | | |
| Asian or Asian Irish | | | | | | | | | | | | | | | | | | | | | | | | |
| Bangladeshi ☐ | | Indian ☐ | | | | | | Pakistani ☐ | | | | | | Chinese ☐ | | | | | | Other Asian – please state ☐ | | | | |
| Black or Black Irish | | | | | | | | | | | | | | | | | | | | | | | | |
| African ☐ | | | | | | | Caribbean ☐ | | | | | | | | | | | | | Other Black – please state ☐ | | | | |
| Other Ethnic group | | | | | | | | | | | | | | | | | | | | | | | | |
| Arab ☐ | | | | | Somali ☐ | | | | | | | Yemeni ☐ | | | | | | | | Other Ethnic – please state ☐ | | | | |
| Dual or Multiple Ethnic Groups | | | | | | | | | | | | | | | | | | | | | | | | |
| White and Black Caribbean ☐ | | | | | White and Black  African ☐ | | | | | | | White and  Asian ☐ | | | | | | | | Other Mixed – please state ☐ | | | | |
| White | | | | | | | | | | | | | | | | | | | | | | | | |
| Irish ☐ | | Northern Irish ☐ | | | | | | | British ☐ | | | | | European ☐ | | | | | | Other White- please state ☐ | | | | |
| Are you a member of the Traveller Community? | | | | | | | | | | | | | | | | | | | | | | | | |
| Yes ☐ | | | | | | No ☐ | | | | | | | | | | | Prefer not to answer ☐ | | | | | | | |
| **Religion / Belief** | | | | | | | | | | | | | | | | | | | | | | | | |
| Buddhist ☐ | Christian ☐ | | | Church of Ireland ☐ | | | | | | | Hindu  ☐ | | | | | Jewish  ☐ | | Muslim  ☐ | | | Roman Catholic  ☐ | | | Sikh  ☐ |
| Other Religious Belief ☐ | | | | | | | | | | | | | | | Prefer not to answer ☐ | | | | | | | | | |

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| **Sexual Orientation** | | | | |
| Bisexual ☐ | Gay/ Lesbian ☐ | Asexual ☐ | Heterosexual ☐ | Prefer not to answer ☐ |
| **Disability**  *The Gate Theatre encourages, promotes and supports the employment of people with disabilities in line with the Disability Act 2005. For the purposes of clarity, a disability is defined as “an impairment that has (or is likely to have) a substantial (more than minor), adverse, long-term (more than a year) effect on the ability to carry out normal day-to-day activities.”* | | | | |
| **Do you consider yourself to have a disability or a health condition?** | | | | |
| |  |  |  | | --- | --- | --- | | Yes ☐ | No ☐ | Prefer not to answer ☐ | | | | | |
| **If yes, what is the effect or impact of your disability or health condition on your ability to give your best at work?** | | | | |

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