



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.

Role Information

Application for the role of: _____

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

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?
