**Equality and Diversity Monitoring Form**

The Colchester Mercury Theatre Limited is committed to equality and diversity in all spheres of its work including its recruitment and personnel practices. The theatre strives to ensure that no one receives less favourable treatment than another on the grounds of age; race, ethnic or national origins; gender, sexual orientation or gender reassignment; disability, physical appearance or medical conditions; religion or belief; marital or civil partnership status; social or economic class; pregnancy, parental or carer status; or criminal records unless such considerations can be shown to be relevant and justifiable. This policy informs operations throughout the organisation and the theatre encourages the external organisations and individuals it works with to recognise the importance of operating in such a way.

In order to help us monitor the effectiveness of this commitment we would ask that you answer the following questions. This form is confidential and will be kept separately from your application form and will not be seen by those responsible for shortlisting or interviewing applicants. All personal data supplied on this form, which is subsequently stored digitally, is subject to the provisions of GDPR.

**N.B. You can decline to fill this form in, with no consequences to your application.**

**Please indicate with an X which description best fits your…**

**… gender:**

|  |  |
| --- | --- |
| Male |  |
| Female |  |
| Non-binary |  |
| Prefer not to say |  |
| Other |  |

|  |
| --- |
|  |

Please tick this box if your gender identity is different to the sex you

were assumed to be at birth.

**…sexual orientation**:

|  |  |
| --- | --- |
| Bisexual |  |
| Gay Man |  |
| Gay Woman / Lesbian |  |
| Heterosexual / Straight |  |
| Prefer not to say |  |
| Other |  |

**Please indicate with an X which description best fits your ethnicity:**

|  |  |  |
| --- | --- | --- |
| White | British |  |
| Irish |  |
| Gypsy or Irish Traveller |  |
| Any other white background |  |

|  |  |  |
| --- | --- | --- |
| Mixed | White and Black Caribbean |  |
| White and Black African |  |
| White and Asian |  |
| Any other mixed background |  |

|  |  |  |
| --- | --- | --- |
| Asian/Asian British | Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Chinese |  |
| Any other Asian background |  |

|  |  |  |
| --- | --- | --- |
| Black/ Black British | African |  |
| Caribbean |  |
| Any other black background |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Other | Arab |  | Prefer not to say |  |
| Any other ethnic group |  | Unknown |  |

**The Equality Act 2010**

A person is covered under the Equality Act 2010 if they have a physical or mental impairment which has a substantial and long term (over 12 months) adverse effect on their ability to carry out normal day to day activities. People who have had such a disability in the past are also covered.

**Do you consider yourself covered under this act?**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Yes |  | No |  | Prefer not to say |  | Unknown |  |

If you answered ‘yes’ to the previous question, please indicate what type of disability/impairment:

|  |  |  |  |
| --- | --- | --- | --- |
| Visual impairment |  | Cognitive or learning disabilities |  |
| Hearing impairment/Deaf |  | Mental health condition |  |
| Physical disabilities |  | Other long term/chronic conditions |  |

The Mercury Theatre is a strategic partner with PiPA (Parents and Carers in Performing Arts), who campaign to enable and empower parents, carers and employers to achieve sustainable change in attitudes and practices in order to attract, support and retain a more diverse and flexible workforce. We are always happy to discuss solutions that allow people to balance their caring responsibilities with their working lives, for example, through job shares or flexible working arrangements.

**Is there anyone that relies on you for day-to-day assistance?**

|  |  |  |
| --- | --- | --- |
| Yes | Children |  |
| Other family member / partner |  |

|  |  |
| --- | --- |
| No |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Please indicate your Date of Birth:**  |  |

**If appropriate, please tell us where you saw this post advertised:**

|  |
| --- |
|  |