**EQUAL OPPORTUNITIES MONITORING FORM**

Rich Mix is committed to a policy of Equal Opportunities in employment.

We collect these forms from staff, freelancers, trustees, volunteers and job applicants. The completion of this form is voluntary. The information you supply on this form helps us:

1. Monitor and evaluate our progress toward widening diversity among our workforce and Board of Directors.
2. Monitor and improve our equal opportunities policies and procedures.
3. Complete the workforce data section of our annual survey required as a National Portfolio Organisation of Arts Council England.

**The information you supply on this form will be kept confidential, anonymised, and** **used for statistical monitoring purposes only**.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Full Name** |  | | | | | | | | |
| **Role applied for** |  | | | | | | | | |
| **Date of Birth** |  | | | | | | | | |
| **Gender** | Female (including trans woman) |  | Male (including trans man) | |  | Non-Binary |  | Prefer not to say |  |
| I belong to the following ethnic grouping: | | | | | | | | | |
| **White:** | | | | **Asian / Asian British:** | | | | | |
| English / Welsh / Scottish / Northern Irish / British | |  | | Indian | | | | |  |
| Irish | |  | | Pakistani | | | | |  |
| Gypsy, Roma, or Irish Traveller | |  | | Bangladeshi | | | | |  |
| Any other white background  *(Please specify)* | |  | | Chinese | | | | |  |
|  | |  | | Any other Asian background  *(Please specify)* | | | | |  |
|  | | | |  | | | | | |
| **Black / African / Caribbean / Black British:** | | | | **Mixed Heritage:** | | | | | |
| African | |  | | White and Black African | | | | |  |
| Caribbean | |  | | White and Black Caribbean | | | | |  |
| Any other Black / African / Caribbean background  *(Please specify)* | |  | | White and Asian | | | | |  |
|  | |  | | Any other Mixed/Multiple ethnic background | | | | |  |
|  | | | | | | | | | |
| **Other:** | | | | | | | | | |
| Arab | |  | | Any other Ethnic Group  *(Please specify)* | | | | |  |
| Latin American | |  | | Prefer not to say | | | | |  |
| Do you identify as a D/deaf or Disabled person, or have a long-term health condition?   |  |  | | --- | --- | | Disabled |  | | Non-Disabled |  | | Prefer not to say |  |   *If applicable to you, please specify**the nature of the Disability:* | | | | | | | | | |
| Visual Impairment | |  | | Mental Health condition | | | | |  |
| Hearing Impairment | |  | | Other long term/chronic condition | | | | |  |
| Cognitive or learning disability | |  | | Prefer not to say | | | | |  |
| Do you do identify as Neurodivergent?   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Yes |  | No |  | Prefer not to say |  |   Please indicate your sexual orientation: | | | | | | | | | |
| Bisexual | |  | | Heterosexual/Straight | | | | |  |
| Gay Man | |  | | Queer | | | | |  |
| Gay Woman/Lesbian | |  | | Prefer not to say | | | | |  |
| Identify in another way  *(Please specify)* | |  | |  | | | | |  |

Is your gender identity different to the sex you were assumed to be at birth?

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

Please enter the area of occupation of the main/highest income earner in your household when you were 14.

|  |  |
| --- | --- |
| **Modern Professional Occupations**  E.g., Teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, actor, artist, musician, police officer (sergeant or above), software designer |  |
| **Clerical and Intermediate Occupations**  E.g., secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse |  |
| **Senior Managers and Administrators**  Usually responsible for planning, organising and co-ordinating work for finance such as finance manages, chief executive etc. |  |
| **Technical and Craft Occupations**  E.g., motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver |  |
| **Semi-Routine Manual and Service Occupations**  E.g., postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant |  |
| **Routine Manual and Service Occupations**  E.g., HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff |  |
| **Middle or Junior Managers**  E.g., office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican |  |
| **Traditional Professional Occupations**  E.g., solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer |  |
| **Self-employed** |  |
| **Short Term Unemployed**  Claimed Jobseeker’s Allowance or earlier unemployment benefit for a year or less |  |
| **Long Term Unemployed**  Claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year |  |
| **Retired** |  |
| **Not applicable** |  |
| **Don’t know** |  |
| **Prefer not to say** |  |
| **Other** *(Please specify)* |  |

I understand that this information will be stored confidentially, and I consent to my details being used for the purpose of Rich Mix monitoring of equal opportunities only.

|  |  |
| --- | --- |
| Signature: | Date: |

**Please return this form to** [**recruitment@richmix.org.uk**](mailto:recruitment@richmix.org.uk)

**Thank you.**