

Equal Opportunities Monitoring Form



We are committed to the equality of opportunity in the way we choose people for roles.

This helps make sure everyone gets treated fairly. Your info helps us find out how we can make our selection process better.

Please fill in the form and return it to us with your application.

We will treat it in strict confidence. It will be used only for equality monitoring.



Please answer by putting an **X** in the most suitable box.

Position applied for:							
What is your UK postcode? If you live overseas, what is the country where you live?							

Sex at birth:	Male		Female		Intersex		Don't want to say	
How would you describe your gender identity? For example: female, genderfluid...							Don't want to say	

How would you describe your sexuality? Straight, pansexual....							Don't want to say	
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How did you hear about this opportunity?							
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How old are you?							
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Diversity



Diversity questions are about your ethnic group.

Choose one option that best describes your ethnic group or background.			
Asian/Asian British		Black/Black British	
Indian		African	
Pakistani		Caribbean	
Bangladeshi		Any other Black / African / Caribbean background	
Chinese			
Any other Asian Background		White	
Mixed		White British	
White and Black Caribbean		White Irish	
White and Asian		Gypsy, Roma or Irish Traveler	
Any other Mixed / Multiple ethnic background		Any other White background	
Other			
Arab			
Latin American			
Prefer not to say			
Any other (please say)			

Equality Act 2010

Under this law, Norfolk & Norwich Festival must:



- Stop unlawful discrimination, harassment and victimisation and other behaviour not allowed by the Act.
- Make sure there is equality of opportunity between people who share a protected characteristic and those who do not.
- Make sure there are good relations between people who share a protected characteristic and those who do not.



These protected characteristics are:

Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation.

Norfolk & Norwich Festival also sees class as an equality characteristic.

Class and socio-economic background



This is the mix of factors that shape a person's success in relation to others.

This is things like: income, education, job and social background.

What was the occupation of the main/highest income earner in the household when you were 14?

See how ACE define the occupations listed below:

[https://www.artscouncil.org.uk/sites/default/files/download-file/Socioeconomic occupation definitions 0.pdf](https://www.artscouncil.org.uk/sites/default/files/download-file/Socioeconomic%20occupation%20definitions%200.pdf)

Modern Professional Occupations e.g teacher, social worker, artist	Self-employed	
Clerical and Intermediate Occupations e.g secretary, call centre agent, clerical worker	Short Term Unemployed Claimed jobseekers allowance or unemployment benefit for 1 year or less	
Senior Managers and Administrators e.g. finance manager, chief executive	Long Term Unemployed Claimed jobseekers allowance or unemployment benefit for over 1 year	
Technical and Craft Occupations e.g. motor mechanic, plumber, train driver	Retired	
Semi-Routine Manual and Service Occupations e.g. postal worker, caretaker, receptionist	Not Applicable	
Routine Manual and Service Occupations e.g. HGV driver, cleaner, labourer, waiter/waitress	Don't know	
Middle or Junior Managers e.g. office manager, warehouse manager	Prefer not to say	
Traditional Professional Occupations e.g. solicitor, scientist	Other - please tell us more	

What is your current role?

See how ACE define the occupations listed below:

[https://www.artscouncil.org.uk/sites/default/files/download-file/Socioeconomic occupation definitions 0.pdf](https://www.artscouncil.org.uk/sites/default/files/download-file/Socioeconomic%20occupation%20definitions%200.pdf)

Modern Professional Occupations. e.g. teacher, social worker, artist		Self-employed	
Clerical and Intermediate Occupations e.g. secretary, call centre agent, clerical worker		Short Term Unemployed Claimed jobseekers allowance or unemployment benefit for 1 year or less	
Senior Managers and Administrators e.g. finance manager, chief executive		Long Term Unemployed Claimed jobseekers allowance or unemployment benefit for over 1 year	
Technical and Craft Occupations e.g. motor mechanic, plumber, train driver		Retired	
Semi-Routine Manual and Service Occupations e.g. postal worker, caretaker, receptionist		Not Applicable	
Routine Manual and Service Occupations e.g. HGV driver, cleaner, labourer, waiter/waitress		Don't know	
Middle or Junior Managers e.g. office manager, warehouse manager		Prefer not to say	
Traditional Professional Occupations e.g. solicitor, scientist		Other - please tell us more	

Disability Discrimination Act 1995

To support applicants with disabilities, we ask them if they have a disability and, if so, what help we can give.



Do you identify as a deaf or disabled person, or have a long-term health condition?

YES		NO		Prefer not to say	
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Please say how long you have had the condition, and whether you wish to tell us more about it:

Do you see yourself as neuro-divergent?

<https://www.acas.org.uk/neurodiversity-at-work>

YES		NO		Prefer not to say	
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Please tell us how long you have had the condition, and whether you wish to tell us more about it:

Tell us if there are any reasonable adjustments we may make for you to have an interview for selection:

e.g. access to venues, alternative equipment, hearing loop, etc.

Please tell us of any reasonable adjustments we would need to consider if you were chosen for the role.

Data Protection Act 1998

Your information will be processed for the purposes registered by the Employer under the Data Protection Act 1998 and the General Data Protection Regulation.