# 

# Equality and diversity monitoring form

The **Lichfield Garrick Theatre** wants to meet the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

We aim to ensure that all job applicants and employees are treated fairly regardless of their age, sex, ethnic origin and disability. Any information you provide will remain confidential, be digitally secured and the ability to view this limited to only the necessary staff. No Equality and Diversity Monitoring Forms will be made available to any members of a judging panel for one of our job roles until the recruitment process has been completed to remove any risk of identification should you submit a form.

This form is purely for monitoring processes, and filling out these forms enables the organisation to have a broad overview of who is applying for roles within the organisation and what roles they are applying for. This is useful information for the organisation to use to continue to set, progress in it’s Equality, Diversity and Inclusion goals. These forms will not be used for anything bar monitoring, and as such do not require your name or for you to identify yourself beyond answering the questions below. Any information given on these forms is confidential and will be kept separate from your application form. You are not required to complete one of these forms when applying for a role at the Lichfield Garrick Theatre, and whether you complete a form, or the contents of said form will not influence your application in any way.

**Position applied for**:

**How would you describe your Gender Identity?:**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Age** 16-24\* 25-29 \* 30-34 \* 35-39\* 40-44 \* 45-49 \* 50-54 \*55-59 \* 60-64 \* 65+ \* Prefer not to say \*

**What do you consider to be your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Do you consider yourself to have a disability or health condition?**

*The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.*

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Do you consider yourself to be Neurodiverse?**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**What is your sexual orientation?**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**What is your religion or belief?**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**What is your current working pattern?**

Full-time \* Part-time \* Prefer not to say \*

Have you been convicted of any criminal offence? **Yes / No** (please circle)

If yes, please specify details of any criminal convictions, excluding those convictions that are ‘spent’ under the Rehabilitation of Offenders Act 1974.