**Bristol Beacon - Equal Opportunities Monitoring Form**

Bristol Beacon is an Equal Opportunities employer and wants to meet the aims and commitments set out in its Equality and Diversity 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.

This information will be kept confidential and used only for monitoring and reporting purposes by the HR team. All details will be held in accordance with The Data Protection Act 2018. Please note that none of the questions on this form are compulsory. Please tick the relevant box and provide any relevant information:

**Role Category (Arts Council Definition):**

|  |  |  |
| --- | --- | --- |
| **Specialist Staff:** | Music Practitioner/Music Tutor, Programmer, Marketing, Directors including Artistic Director, Creative Producer, Specialist Education |  |
| **Manager:** | Senior Management Team, Financial Controller, HR |  |
| **Other Staff:** | Coordinators, Finance, Box Office, Managers, Technical, Operations, Other Education |  |
| **Artists:** | Artists, dancers, singers, musicians, writers, composers, designers, producing artists |  |
| **Volunteer:** | Volunteers across the organisation |  |
| **Board:** | Appointed members of the Board |  |

**Team:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Senior Management Team:** |  | **Marketing:** |  |
| **Front of House:** |  | **Finance:** |  |
| **Commercial:** |  | **HR:** |  |
| **Development:** |  | **Technical:** |  |
| **Operations:** |  | **Programme:** |  |
| **Creative Learning:** |  | **Box Office** |  |
| **Casual Steward:** |  | **Casual Bar:** |  |

**Contract: Hours (permanent and fixed-term staff):**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Permanent:** |  |  | **Full-Time:** |  |
| **Fixed-Term:** |  |  | **Part-Time:** |  |
| **Freelance/Contractor Services:** |  |  |  |  |
| **Casual:** |  |  |  |  |
| **Volunteer:** |  |  |  |  |
| **Internship:** |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Age:** 16-19🗆 20-34 🗆 35-49 🗆 50-64🗆 65+ 🗆 Prefer not to say 🗆  (Applicants must be aged over 16 when they commence work and over 18 to volunteer). | | | | | | |
| **Gender:** | | | | | | |
| Female |  | Male | |  | Prefer not to say |  |
| Transgender Female |  | Transgender Male | |  | Non-binary |  |
| Other gender identity (please specify) | | |  | | | |

#### Disability: The Equality Act 2010 defines disability as: “A physical or mental impairment that has a substantial and long-term negative effect on your ability to do normal day to day activities”.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Do you consider yourself to have a disability? | Yes |  | No |  |

Please indicate, by ticking the appropriate box, which category applies, please tick all that apply:

|  |  |  |
| --- | --- | --- |
| **A** |  | Hearing impairment |
| **B** |  | Visual impairment |
| **C** |  | Speech impairment |
| **D** |  | Mobility impairment |
| **E** |  | Physical impairment |
| **F** |  | Learning difficulties (e.g. dyslexic) |
| **G** |  | Mental ill health |
| **H** |  | Progressive condition |
| **I** |  | Prefer not to say |
| **J** |  | Other (please specify below) |
|  | | |

**Reasonable adjustments:** The Equality Act 2010 also requires all employers to make reasonable adjustments for disabled employees. Please indicate below if you require any reasonable adjustments to be put in place:

|  |
| --- |
|  |

**Ethnic origin:** How would you describe your ethnic origin? (If you do not identify with any of the categories listed, please use one of the “other” categories.) Please tick one box.

|  |  |  |
| --- | --- | --- |
| White | British/English/Scottish/Welsh |  |
| Irish |  |
| Gypsy or Irish or Romany Traveller |  |
| Other white |  |
| Mixed or multiple ethnic groups | White and black Caribbean |  |
| White and black African |  |
| White and Asian |  |
| Other mixed |  |
| Asian or Asian British | Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Chinese |  |
| Other Asian |  |
| Black or Black British | Caribbean |  |
| African |  |
| Black Somali |  |
| Any other Black/African/Caribbean |  |
| Other | Arab |  |
| Other ethnic group |  |
| Not known |  |
| Prefer not to state |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Religion/belief:** | |  | **Sexual orientation:** | |
| How would you describe your religion/belief? | | How would you describe your sexual orientation? | |
| Christian |  | Heterosexual |  |
| Buddhist |  | Gay/lesbian |  |
| Hindu |  | Bisexual |  |
| Jewish |  | Other |  |
| Muslim |  | Prefer not to state |  |
| Sikh |  |  | |
| Other |  |
| None |  |
| Prefer not to state |  |

|  |  |  |
| --- | --- | --- |
| **I do not wish to provide any of the information on this form** (please indicate if this is the case): | |  |
| **Date:** |  | |