**Equal Opportunities Monitoring Form**

The Burton at Bideford is committed to equal opportunities in everything we do. This includes how we recruit, who we work with and how we work with them. We are dedicated to promoting equity, diversity and inclusion in the workplace.

The information you provide on this form will only be used by The Burton at Bideford and will not be used to assess your application. It will be recorded confidentially on a secure database and in your personnel file if appointed.

We will use this data to support evaluation of this recruitment, in particular to measure our success in encouraging applications from currently underrepresented groups, the impact of our marketing approach, and to improve the accessibility of our application process in future.

In order to continually review our approach to equality of opportunity we would be grateful for your responses to the following questions. If there are any questions you do not wish to answer, please select ‘prefer not to say’ rather than leaving them blank.

Thank you.

**1. Where did you hear about this opportunity?**

|  |
| --- |
|  |

**2. What is your age?**

|  |  |
| --- | --- |
| 16 – 19 years |  |
| 20 – 24 years |  |
| 25 – 34 years |  |
| 35 – 44 years |  |
| 45 – 54 years |  |
| 55 – 64 years |  |
| 65 – 69 years |  |
| 70 – 74 years |  |
| 75 + |  |
| Prefer not to say |  |

**3. How would you describe your gender identity?**

|  |  |
| --- | --- |
| Female (including trans women) |  |
| Male (including trans men) |  |
| Non-Binary (e.g. androgyne) |  |
| Prefer to self-describe |  |
| Prefer not to say |  |
| Not known |  |

**4. Is your gender identity the same as the sex you were assigned at birth?**

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer to self-describe |  |
| Prefer not to say |  |
| Not known |  |

**5. How would you describe your ethnicity?**

|  |  |
| --- | --- |
| Arab |  |
| Asian or British Asian - Bangladeshi |  |
| Asian or British Asian - Chinese |  |
| Asian or British Asian - Indian |  |
| Asian or British Asian - Pakistani |  |
| Asian or British Asian – Other Asian background |  |
| Black or Black British – African |  |
| Black or Black British – Caribbean |  |
| Black or Black British – Other Black/African/Caribbean background |  |
| Latin American |  |
| Mixed – Asian and White |  |
| Mixed – Black African and White |  |
| Mixed – Black Caribbean and White |  |
| Mixed – Other Mixed/Multiple ethnic background |  |
| White – British |  |
| White – Irish |  |
| White – Gypsy, Roma or Irish Traveller |  |
| White – Other White background |  |
| My ethnicity is not represented in this list |  |
| Prefer to self-identify |  |
| Prefer not to say |  |
| Not known |  |

**6. How would you describe your sexual orientation?**

|  |  |
| --- | --- |
| Bisexual |  |
| Gay Man |  |
| Gay Woman / lesbian |  |
| Heterosexual / straight |  |
| Queer |  |
| Prefer to self-describe |  |
| Prefer not to say |  |
| Not known |  |

**7. Do you identify as a d/Deaf or disabled person, or have a long term health condition?**

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

**8. Do you identify as neurodivergent?**

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

**9. What is your religion or belief?**

|  |  |
| --- | --- |
| Buddhist |  |
| Christian |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Non-religious |  |
| Sikh |  |
| Other |  |
| Prefer to self-describe |  |
| Prefer not to say |  |
| Not known |  |

**10. Do you have caring responsibilities?**

|  |  |
| --- | --- |
| No |  |
| Yes – primary carer for a child or children under the age of 18 |  |
| Yes – primary carer for a child or children with disabilities |  |
| Yes – primary carer for an adult or adults with disabilities |  |
| Yes – primary carer for an older person or persons |  |
| Yes – secondary carer |  |
| Prefer to self-describe |  |
| Prefer not to say |  |
| Not known |  |

**11. Socio-economic background**

The arts sector has started to look for ways to address socio-economic inequality alongside the characteristics protected by The Equality Act 2010. To improve the sector's ability to address this, it is important to capture information about people's socio-economic backgrounds. We would therefore like to ask you a few questions about you and your parents or care givers.

**A. What is your highest qualification?**

|  |  |
| --- | --- |
| No formal qualification |  |
| Secondary school level |  |
| ESOL/Literacy qualifications |  |
| Further education (AS, A-Level, Diploma or NVQ level 2/3) |  |
| Higher education (Graduate) |  |
| Higher education (Postgraduate and Doctorate) |  |
| Vocational training |  |
| Prefer to self-describe |  |
| Prefer not to say |  |
| Not known |  |

**B. Which type of school did you attend for the most time between the ages of 11 and 16?**

|  |  |
| --- | --- |
| A state-run or funded school |  |
| Independent/fee paying school |  |
| Independent/fee paying school where I received a means tested bursary |  |
| Attended school outside of the UK |  |
| Not applicable |  |
| Don’t know |  |
| Prefer to self-describe |  |
| Prefer not to say |  |
| Not known |  |

**C. If you finished school after 1980, were you eligible for free school meals at any point during your school years?**

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Not applicable |  |
| Prefer to self-describe |  |
| Prefer not to say |  |
| Not known |  |

**D. What was the occupation of your main household earner when you were aged 14?**

|  |  |
| --- | --- |
| **Modern professional occupations** such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer. |  |
| **Clerical and intermediate occupations** such as: secretary, personal assistant, clerical worker, call centre agent, nursery nurse. |  |
| **Senior managers and administrators** (usually responsible for planning, organising and co-ordinating work, and for finance) such as: finance manager, chief executive. |  |
| **Technical and craft occupations** such as: motor mechanic, plumber, printer, electrician, gardener, train driver. |  |
| **Semi-routine manual and service occupations** such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant. |  |
| **Routine manual and service occupations** such as: HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff. |  |
| **Middle or junior managers** such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager. |  |
| **Traditional professional occupations** such as: accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer. |  |
| **Short term unemployed** (claimed Jobseeker’s Allowance or earlier unemployment benefit for less than a year). |  |
| **Long term unemployed** (claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year). |  |
| **Retired** |  |
| **This question does not apply to me** |  |
| **I don’t know** |  |
| **Prefer to self-describe** |  |
| **Prefer not to say** |  |