

Hand Of Arts and Education Charity

Equal Opportunities Monitoring Form



Hand Of is committed to the principle and practice of equality of opportunity for all its employees, in its recruitment of prospective employees, in its artistic activity and in its governance including recruitment of Trustees. The organisation's policy is framed in the spirit of the various guidelines and codes of practice issued by the Equal Opportunities Commission, Disability Rights Commission and Commission for Racial Equality. We have continued to develop our Equality Action Plan, and actively support Arts Council England's Creative Case for Diversity.

Please help us ensure the effectiveness of our Equal Opportunities Policy by completing this form and emailing it as a separate attachment with your application. Your answers will be kept confidential and separated from your main application.

You are under no obligation to complete this form and it will not impact your application in any way if you choose not to.

Equal Opportunities Monitoring Form (CONFIDENTIAL)

Hand Of has adopted the recommendations in the Code of Practice published by the Equal Opportunities Commission and the Commission for Racial Equality that organisations should regularly monitor the effects of selection decisions to assess whether equality of opportunity is being achieved. For this purpose, you are asked to complete this form. The information will be treated as strictly confidential and used, in an anonymous way, for statistical purposes only.

It will be kept separate from your main application **and will not be seen by the selection panel.**

Gender

What best describes your gender?

- Female
- Male
- I prefer to self-describe
- Prefer not to say

If you prefer to self-describe please provide this here:

.....

Do you identify as trans?

- Yes
- No
- Prefer not to say

Sexual Orientation

What is your sexual orientation?

- Bisexual
- Gay man
- Gay woman/lesbian
- Heterosexual/straight
- Prefer to self-describe
- Prefer not to say

If you prefer to self-describe please provide this here:

.....
.....

Age

What is your age?

- 0-19
- 20-34
- 35-49
- 50-64
- 65 and over
- Prefer not to say

Disability

The Equality Act 2010 protects disabled people – including those with long term health conditions, learning disabilities and so called ‘hidden’ disabilities such as dyslexia. If you tell us that you have a disability we can make reasonable adjustments to ensure that any selection process, including interviews, are fair and equitable.

Do you consider yourself to have a disability?

- Yes
- No
- Not known or prefer not to say

If yes, please specify:

- Physical impairment
- Sensory impairment
- Mental health condition
- Learning disability/difficulty
- Long-standing illness
- Other

Reasonable adjustments will be made available should you be invited to interview.

NB: please see Job Description for access information

Ethnicity

Please choose the ethnic category that best represents you. As you make your decision, please think about what ethnic group means to you and how you see yourself. Your ethnic category is a mixture of culture, religion, skin colour, language and the origins of yourself and your family. It is not the same as nationality.

White	<input type="checkbox"/> British <input type="checkbox"/> Irish <input type="checkbox"/> Gypsy or Irish Traveller <input type="checkbox"/> Any other white background
Mixed	<input type="checkbox"/> White and Black Caribbean <input type="checkbox"/> White and Black African <input type="checkbox"/> White and Asian <input type="checkbox"/> Any other Mixed background
Asian / Asian British	<input type="checkbox"/> Indian <input type="checkbox"/> Pakistani <input type="checkbox"/> Bangladeshi <input type="checkbox"/> Chinese <input type="checkbox"/> Any other Asian background
Black / Black British	<input type="checkbox"/> African <input type="checkbox"/> Caribbean <input type="checkbox"/> Any other Black background
Other	<input type="checkbox"/> Arab <input type="checkbox"/> Any other ethnic group <input type="checkbox"/> Not known or prefer not to say