EQUALITY AND DIVERSITY

Emergency Exit Arts is committed to fair and equitable treatment for all applicants. The information on this form will only be used to monitor recruitment and will not be used in the selection process.

Last Name		First Name	

Role Applied for		Where did you learn of the vacancy?	

Postcode

Gender Identity
Please tick one

Male (including trans men)	☐	Female (including trans women)	☐
Non binary (e.g. androgyne)	☐	Prefer not to say	☐
Not known	☐		

What is your ethnic group?
Please tick one

A   WHITE

British	☐	Any other please state:
Irish	☐	
Gypsy, Roma or Irish Traveller	☐	
Any other White Background	☐	

B   MIXED

White & Black Caribbean	☐	Any other Mixed background please state:
White & Black African	☐	
White & Asian	☐	
Any other Mixed background	☐	

C   ASIAN OR ASIAN BRITISH

Indian	☐	Any other Asian background please state:
Pakistani	☐	

Bangladeshi ☐

Chinese ☐

Any other Asian Background ☐

D   BLACK OR BLACK BRITISH

African ☐

Caribbean ☐

Any other Black Background ☐

Any other Black background please state:

E   OTHER ETHNIC GROUP

Arab ☐

Latin American ☐

Any other ethnic group ☐

Prefer not to say ☐

Not known ☐

Any other please state:

What is your sexual orientation?
Please tick one

Bisexual ☐   Gay Man ☐   Gay Woman / Lesbian ☐

Heterosexual / Straight ☐   Queer ☐   Prefer not to say ☐

Not known ☐

Other (please specify) ☐

Disability

Identify as a deaf or disabled person, or have a long term health condition ☐   Non-Disabled ☐

Prefer not to say ☐   Not known ☐

Please identify any access requirements

Do you identify as Neuro-Divergent

Yes ☐   No ☐

What is your age group?

0-19	☐	20-34	☐	35-49	☐
50-64	☐	65-74	☐	75+	☐
Prefer not to say	☐	Not known	☐		

Thank you for taking the time to complete this form. The information given on this form will not form part of the selection process.

Please submit this form together with your application.

Information for applicants

Why monitor?

Without monitoring, an organisation will never know whether its equality policy is working.

Monitoring can tell an organisation whether it is offering equality of opportunity and fair treatment to all. It can also tell an organisation how and why it is falling short of this ideal. The organisation can then concentrate on finding solutions and making changes, rather than using guesswork or assumptions.

Monitoring has wider benefits too. In employment, monitoring can spot barriers which prevent an organisation from making use of available talent.

How will the information be used?

We will use the information gained to highlight possible inequalities and assist us with investigating their underlying causes and, removing any unfairness or disadvantage. The information gathered will also allow us to analyse how our personnel practices and procedures affect different groups.

Do I have to complete this form?

Some of the information requested is un-contentious. However, other questions on the form are highly personal and sensitive. Our intention is to monitor equality of opportunity but we understand that people have varied views on disclosing personal information of this type. Please respond to those questions you feel comfortable to respond to.

Confidentiality

The Data Protection Act 1998 states that some of the information on this form is 'sensitive personal data.' This means that the information you reveal about yourself will not be disclosed, other than as part of the generic monitoring statistics which the organisation undertakes. The information will be used for the practical purposes already stated.

Please return this form....

To the same address as your application form, either separately or with your application form. The form will be processed separately to your application form.