**Equality and Diversity Monitoring Questions**

Soundcastle is committed to equality of opportunity in our hiring process. By completing this form, you will help us to ensure that our policies and procedures are effective in avoiding discrimination and promoting equality of opportunity.

The information you provide will be anonymised and used for monitoring purposes only. The information will not be available to reviewing panel members and will have no bearing on the outcome of your application.

**Your Age**

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

**Your Gender Identity**

|  |  |  |
| --- | --- | --- |
| Male | Female | Non-binary |
| Other | I identify as: | Prefer not to say |

**Do you consider yourself to be a trans person?**

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

**What is your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box (Sorted in alphabetical order of sub-sections)

*Arab*

|  |  |  |
| --- | --- | --- |
| Middle Eastern | North African | Any other Arab background, please specify: |

*Asian*

|  |  |  |
| --- | --- | --- |
| Bangladeshi | Indian | Pakistani |
| Chinese | Any other Asian background, please specify: |  |

*Black*

|  |  |  |
| --- | --- | --- |
| Black African | Black Caribbean | Any other Black background, please specify: |

*Hispanic*

|  |  |  |
| --- | --- | --- |
| South American | Latino | Any other Hispanic background, please specify: |

*Mixed*

|  |
| --- |
| Mixed background, please specify: |

*White*

|  |  |  |  |
| --- | --- | --- | --- |
| Irish | | Welsh | Scottish |
| English | | Gypsy or Irish traveller | Roma |
| Any other White background, please specify: |  | |  |

Prefer not to say

**Your Religion or belief - Which group below do you the most identify with?**

|  |  |  |  |
| --- | --- | --- | --- |
| Atheist | Baha’i | Buddhist | Christian |
| Hindu | Jain | Jewish | Muslim |
| Sikh | Agnostic | No religion | Other, please specify: |
| Prefer not to say | |  |  |

**Your Sexual Orientation**

|  |  |  |
| --- | --- | --- |
| Bi/Bisexual | Gay/Lesbian | Straight |
| Ace/Asexual | Other please specify: | Prefer not to say |

**Do you have caring responsibilities? If yes, please tick all that apply:**

|  |  |  |
| --- | --- | --- |
| None | Primary carer of a child/children (under 18) | Primary carer of disabled child/children |
| Primary carer of disabled adult (18 and over) | Primary carer of older person | Secondary carer (another person carries out the main caring role) |
| Prefer not to say | |  |

The Equality Act 2010 protects disabled people. The Act defines a person as disabled if they have a physical or mental impairment, which has a substantial and long term (i.e. has lasted or is expected to last at least 12 months) and has an adverse effect on the person’s ability to carry out normal day-to-day activities.

**Do you consider yourself to be disabled according to the terms given in the Equality Act 2010?**

|  |  |
| --- | --- |
| **Yes** | **No** |

If you have answered yes, please indicate which applies to you.

People may experience more than one type of impairment, in which case please select all the types that apply. If your disability does not fit any of these types, please mark Other.

|  |
| --- |
| Physical impairment, such as difficulty using your arms or mobility issues which means using a wheelchair or crutches |
| Sensory impairment, such as being blind / having a serious visual impairment or being deaf / having a serious hearing impairment |
| Mental health condition, such as depression or schizophrenia. |
| Learning disability, (such as Down’s syndrome or dyslexia) or cognitive impairment (such as autism or head-injury) |
| Long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy |
| Other, please specify: |
| Prefer not to say |