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| **Equal Opportunities Monitoring Form**DanceEast is an equal opportunities employer. This means DanceEast will ensure all applicants receive equal treatment, irrespective of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; or sexual orientation. Once received, the form will be separated from your Application Form and remain anonymous before the application is reviewed by the selection panel. To ensure the effectiveness of the policy and to assist in its development, DanceEast monitors all applications for employment. You are requested to complete the section below, which will be treated as confidential and used for statistical purposes only.**Please tick the appropriate boxes****Name ………………………………………………………………….. Date of Birth …………………………………..** |

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| **Ethnicity:** I would describe my ethnic origin as: |
| **White** | British  |[ ]  Irish  |[ ]  Gypsy, Roma or Irish Traveller  |[ ]
|  | Any Other White background, please state  |[ ]   |  |
| **Mixed Ethnic** | White & Black Caribbean  |[ ]  White & Black African  |[ ]  White & Asian  |[ ]
|  | Any Other Mixed/Multiple background, please state  |[ ]   |  |
| **Asian or Asian British**  | Indian  |[ ]  Pakistani |[ ]  Bangladeshi  |[ ]
|  | Chinese  |[ ]  Any Other Asian background, please state  | [ ]  |
| **Black or Black British**  | Caribbean  |[ ]  African |[ ]   |  |
|  | Any Other Black / African / Caribbean background, please state  |[ ]   |  |
| **Other** | Arab |[ ]  Latin America  |[ ]  Any other ethnic group  |[ ]
|  | Prefer not to say  |[ ]  Not Known |[ ]   |  |

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| **Disability** |
| **Do you consider yourself to have a disability** | Yes | [ ]  | No  | [ ]  | Prefer not to say  |[ ]
| **If Yes, would you identify as having a** | Cognitive or learning disabilities  | [ ]  | Hearing impairment / Deaf  |[ ]  Mental Health Condition | [ ]  |
|  | Physical disabilities | [ ]  | Visual Impairment  | [ ]  | Other long term / chronic conditions | [ ]  |
| **If Yes, would you require any adjustments to help you to carry out the role** |  |

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| **Neurodiversity** |
| **Do you consider yourself to be neurodiverse** | Yes | [ ]  | No  | [ ]  | Prefer not to say  |[ ]

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| **Socio-Economic Background**  | Letter |
| What was the occupation of the main/highest income earner in your household when you were 14 years old?*Please see back page for categories* |  |
| Which category does your current role best aligns with?*Please see back page for categories* |  |

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| **Diversity** |
| **Please tick the sex that best represents you** | Female  | [ ]  | Male  | [ ]  | Intersex | [ ]  |
|  | Prefer not to say  | [ ]  |  |  |  |  |
| **Please tick the sexual orientation that best represents you** | Bisexual | [ ]  | Gay Man  | [ ]  | Gay Woman/Lesbian  | [ ]  |
|  | Heterosexual /Straight | [ ]  | Queer  | [ ]  | In another way  | [ ]  |
|  | Prefer not to say  | [ ]  | Not Known  | [ ]  |  |  |
| **Please tick the gender identity that best represents you** | Woman (including trans women) | [ ]  | Man (including trans men)  | [ ]  | Non-Binary  | [ ]  |
|  | In another way | [ ]  | Not applicable  | [ ]  | Prefer not to say  | [ ]  |
| **Gender Identity**  | Please tick this box if your gender identity is different to the sex you were assumed to be at birth | [ ]  |  |  |   |  |
| **Please tick the marital status category that best**  | Co-habiting | [ ]  | Divorced  | [ ]  | Married / Civil Partnership | [ ]  |
| **represents you** | Separated | [ ]  | Single | [ ]  | Widowed | [ ]  |
|  | Prefer not to say | [ ]  |  |  |  |  |

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| **CRIMINAL RECORD** Please state any criminal convictions except those ‘spent’ under the Rehabilitation of Offenders Act 1974. Employment with DanceEast may be dependent upon obtaining a satisfactory enhanced disclosure from the Disclosure & Barring Service. |

Submission of this form acknowledges your explicit consent that the data you supply will be stored securely in manual and electronic records. It will be processed solely by DanceEast in monitoring the effectiveness and development of its’ Equal Opportunities Policy and its Diversity & Equality Plan, which are aimed at improving the diversity of the workforce. All information given will be processed in accordance with the provisions of the Data Protection Act 1998 and the General Data Protection Regulations (GDPR) 2018. Our privacy policy can be found [here](https://www.danceeast.co.uk/about-danceeast/privacy/).

**Socio-Economic Background Categories**

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| A | MODERN PROFESSIONAL OCCUPATIONS - E.g. Teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, actor, artist, musician, police officer (sergeant or above), software designer |
| B | CLERICAL AND INTERMEDIATE OCCUPATIONS - E.g. secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse |
| C | SENIOR MANAGERS AND ADMINISTRATORS - Usually responsible for planning, organising and co-ordinating work for finance such as finance manages, chief executive etc. |
| D | TECHNICAL AND CRAFT OCCUPATIONS - E.g. motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver |
| E | SEMI-ROUTINE MANUAL AND SERVICE OCCUPATIONS - E.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant |
| F | ROUTINE MANUAL AND SERVICE OCCUPATIONS - E.g. HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff |
| G | MIDDLE OR JUNIOR MANAGERS - E.g. office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican |
| H | TRADITIONAL PROFESSIONAL OCCUPATIONS - E.g. solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer |
| I | SHORT TERM UNEMPLOYED - Claimed Jobseeker’s Allowance or earlier unemployment benefit for a year or less |
| J | LONG TERM UNEMPLOYED - Claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year |
| K | RETIRED |
| L | NOT APPLICABLE |
| M | DON’T KNOW – you don’t know/remember |
| N | PREFER NOT TO SAY |
| O | OTHER |
| P | SELF EMPLOYED |