

**Diversity and Equality Monitoring Form**

**This document will be detached from the main body of the application form on receipt and will not form any part of the selection process.**

Brass Bands England is committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age.

This form is intended to help us maintain equal opportunities best practice and identify barriers to workforce equality and diversity. We aim to take positive steps to ensure that all persons are selected for jobs solely on their suitability. The information that you give us on this form will be treated confidentially and stored securely in an anonymised form. The information will be used only to help us monitor the diversity of the applications we receive/staff we engage and to enable us to continue to develop our policies and procedures regarding equality and diversity issues. The personal information you supply below will NOT be made available to anyone in any form other than anonymised unless we expressly ask your permission. Submission of this form indicates your explicit consent that your data may be processed in accordance with the provisions of the General Data Protection Regulation 2018 and the Brass Bands England’s Data Protection Policy.

**Ethnicity Monitoring**

Please place an (x) or other marker in the right-hand column next to the appropriate category to indicate your cultural background. The classifications are those recommended by the Commission for Racial Equality.

Note: Ethnic origin questions are not necessarily about nationality, place of birth or citizenship; they are about colour, culture and ethnic groups and citizens of any country may belong to any of the groups indicated.

|  |  |  |
| --- | --- | --- |
| Asian or Asian British | Bangladeshi |  |
|  | Indian |  |
|  | Pakistani |  |
|  | Chinese |  |
| Any other Asian background | Please describe: |  |
| Black or Black British | African |  |
|  | Caribbean |  |
|  | Any other Black/African/Caribbean background |  |
| Mixed or multiple ethnic groups | White & Black Caribbean |  |
|  | White & Black AfricanWhite & Asian |  |
| Any other mixed or multiple ethnic background | Please describe: |  |
| Other ethnic group: | Arab |  |
| White | British (English/Welsh/Scottish/N Irish) |  |
|  | Irish |  |
|  | Gypsy or Irish Traveller |  |
| Any other white background | Please describe:  |  |
| Any other ethnic group | Please describe: |  |
| Not known/prefer not to say |  |  |

Please place an (x) or other marker to indicate categories that apply below:

**Age Monitoring**

|  |  |  |  |
| --- | --- | --- | --- |
| 16-17 |  | 18-21 |  |
| 22-30 |  | 31-40 |  |
| 41-50 |  | 51-60 |  |
| 61-65 |  | 66-70 |  |
| 71+ |  | Prefer not to say |  |

**Gender – What is your gender? How do you identify yourself?**

|  |  |  |  |
| --- | --- | --- | --- |
| Female |  | Male |  |
| Prefer not to say |  |  |  |
| I prefer to self-describe…………………………………………………………. |

**Gender Identity – Do you identify as transgender/transsexual?**

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

**Sexual Orientation – How do you identify yourself?**

|  |  |  |  |
| --- | --- | --- | --- |
| Heterosexual/straight |  | Bi-sexual |  |
| Gay man/homosexual |  | Gay woman / lesbian |  |
| Other |  | Prefer not to say |  |
| I prefer to self describe………………………………………………………… |

**Religious Belief**

|  |  |  |  |
| --- | --- | --- | --- |
| Christian |  | Muslim |  |
| Jewish |  | Sikh |  |
| Hindu |  | Buddhist |  |
| Spiritual  |  | No religion  |  |
| Prefer not to say |  |  |  |
| Other religion/belief (please specify) …………………………………………………….. |

**Disability Monitoring**

The Equality Act 2010 defines a disability as a "physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities". An effect is long-term if it has lasted, or is likely to last, more than 12 months.

Under this definition, would you say you have a disability? Yes □ No □

If you have answered Yes place an (x) or other marker next to the categories that apply:

|  |  |  |  |
| --- | --- | --- | --- |
| Visual Impairment |  | Hard of Hearing/deaf |  |
| Physical disabilities |  | Cognitive or learning disabilities |  |
| Mental health condition |  | Other long term/chronic condition |  |
| Not known/prefer not to say |  |  |  |

**Caring Responsibilities**

A carer is defined as someone who, without pay, looks after and provides help and support to a partner, child (17 or under) or relative who could not manage without their help or support. This caring responsibility could be necessary due to age, physical or mental illness, addiction, sickness or disability. We will use this information to inform our flexible working practices.

Under this definition, would you say you have caring responsibilities? Yes □ No □

If you have answered Yes place an (x) or other marker next to the categories that apply:

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Childcare Responsibilities (daily drop off/ pick ups etc)  |  | Care for a child with physical or mental impairment/illness |  | Care for a relative who lives with me |  | Care for a relative who does not live with me |  | Care for my partner |  |

**Other** – please describe:…………………………………………………………………………………….