

**EQUALITIES & DIVERSITY MONITORING INFORMATION**

Keighley Creative recognise the benefits of having a diverse workforce and therefore welcome applications from all sections of the community**.** We want to meet the aims and commitments set out in our equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of our workforce as part of our commitment to equality and diversity.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary. We ask for your support by answering the series of questions below in order to ascertain who is applying for each position and to ensure that no one is being unfairly discriminated against or disadvantaged.

**IMPORTANT:** Please can you email back this section of the application form to a different address from your actual application form so you can be assured it will not be used as part of the selection process nor will it be seen by anybody who is shortlisting or who will be interviewing you.

The information collected is only used for monitoring purposes in an anonymised format to assist the organisation in analysing the profile and make up of individuals who apply, are shortlisted for and appointed to each vacancy. In this way, Keighley Creative can continually check that we are complying with the Equality Act 2010.

**Please send this form back to our HR Trustee, Fiona Sherburn :** [fiona@keighleycreative.org](mailto:fiona@keighleycreative.org)

**THE EQUALITY ACT 2010**

**Protects people against discrimination on the grounds of their age and sex**

| **Please state your date of birth** |  |
| --- | --- |
| **Please indicate your gender**  Put x against the relevant description or add your own definition if you prefer | Male  Female  I do not wish to disclose this  I describe my gender as….. |

**Protects people’s different marital status**

| **Please indicate the option which best describes your marital status**  Put x against the relevant description or add your own definition if you prefer | Married Single Civil Partnership  Legally separated Divorced Widowed  I do not wish to disclose this  I define as: |
| --- | --- |

**Protects people against discrimination on the grounds of their religion or beliefs**

| **Please indicate your religion or belief**  Put x against the relevant description ….or add your own definition if none of these are appropriate/relevant | Atheism  Buddhism  Christianity  Hinduism  Islam  Jainism  Judaism  Sikhism  I define as:  I do not wish to disclose this |
| --- | --- |

**Protects people against discrimination on the grounds of their race, nationality, and ethnicity**

| **Please indicate your ethnic origin**  Put an x against the definition you personally relate to, or add your own definition if none of these are appropriate/relevant | | |
| --- | --- | --- |
| **Asian or Asian British**  Bangladeshi  Indian  Pakistani  Any other Asian  background    **Black or Black British**  African  Caribbean  Any other Black background | **Mixed**  White & Asian  White & Black African  White & Black Caribbean  Any other mixed background    **White**  British  Irish  Any other White background | **Other Ethnic Group**  Chinese  Any other ethnic group      **I do not wish to disclose this**  **I define as:** |

**Protects people from discrimination on the grounds of their sexual orientation**

| **Please indicate the option which best describes your sexual orientation**  Put x against the relevant description ….or add your own definition if none of these are appropriate/relevant | Lesbian  Gay  Bisexual    Heterosexual  I do not wish to disclose this  I define as: |
| --- | --- |

**Protects disabled people**

Including those with long term health conditions, learning disabilities and "hidden" disabilities such as dyslexia. If you tell us that you have a disability in your main application, we can make reasonable adjustments to ensure that any selection processes - including the interview - are fair and equitable

| **Do you consider yourself to have a disability?** | Yes  No  I do not wish to disclose this |
| --- | --- |

| **Please state the type of disability which applies to you. People may experience more than one type of disability, in which case you may indicate more than one.**  Put x against the relevant description ….or add your own definition if none of these are appropriate/relevant | Physical impairment  Learning Disability/Difficulty  Sensory impairment  Long-standing illness    Mental health condition  I define my disability/impairment as:    I do not wish to disclose this |
| --- | --- |

Please return this form to our HR Trustee, Fiona Sherburn : **fiona@keighleycreative.org**

**CLOSING DATE: 4th July 2024**