**Equality & Diversity**

**Monitoring Form for Applicants**

Welsh National Opera collects equality and diversity information for monitoring purposes to ensure that our policies and procedures are effective. The Company is committed to the principles of fairness, consistency and equality of opportunity for all. We are committed to engaging a workforce that reflects all sections of society and the data employees share will be used to monitor and evaluate if these obligations are being met. To assist us in this endeavour, the Company would appreciate the support and co-operation of all job applicants.

We will ensure that our practices comply with the Equality Act 2010. No job applicant or employee will receive less favourable treatment particularly on the grounds of sex, race, nationality, ethnic origin, marital status, pregnancy and maternity, disability, sexuality, gender reassignment, age or religious belief.

The information provided on this form is anonymised in order to keep it fully confidential and accessibility is strictly limited in accordance with the Data Protection Act.

**Should you wish to complete this form in the medium of the Welsh language, please use the Welsh version located in the “Cymraeg” section of the Current Vacancies section of the website.**

**1. Sex**

Male

Female

Do not wish to disclose

If you are undergoing the process of gender reassignment, please tick the box that applies to your future gender.

Do you live and work in a gender other than that assigned at birth

Yes

No

Do not wish to disclose

**2. What age group do you belong to?**

18-25

26-35

36-45

46-55

56 –65

65+

Do not wish to disclose

**3. How would you describe your sexuality?**

Heterosexual

Gay

Lesbian

Bi-sexual

Do not wish to disclose

**4. Do you consider yourself to have a disability?**

The Equality Act 2010 protects people who are disabled including those with long-term health conditions. A person is defined under the Act as disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-today activities. Long-term is defined as having lasted or expected to last for at least 12 months. Adverse effects may arise from external barriers experienced by people with disabilities.

Yes

No

Do not wish to disclose

If ‘Yes’ please state the type of disability which applies to you. People may experience more than one type of impairment, in which case you may indicate more than one. If none of the categories apply, please mark ‘other’.

Physical Disability Learning Disability / Difficulty

Sensory Disability Long-term Illness

Mental Health Condition Other

**5. Please indicate which ethnic group you consider yourself to belong to**

**White**

White – British (to include Northern Ireland, Scotland & Wales)

White – Irish

White - European

Other White

**Black**

Black or Black British – Caribbean

Black or Black British – African

Other Black

**Asian**

Asian or Asian British – Indian

Asian or Asian British – Pakistani

Asian or Asian British – Bangladeshi

Chinese

Other Asian

**Mixed**

Mixed – White & Black Caribbean

Mixed – White & Black African

Mixed – White & Asian

Other Mixed

**Other/unknown**

Ethnic identity not known

Do not wish to disclose

If you have selected ‘Other’ please state which group you consider yourself to belong to:

**6. Please indicate which religion/belief you consider yourself to belong to**

Buddhist

Christian

Hindu

Jewish

Muslim

Sikh

No religion

Do not wish to disclose

Other religion please state:

**7. Are you married or in a civil partnership?**

Yes

No

Do not wish to disclose

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

Primary carer of child/children (under 18)

Primary carer of disabled child/children

Primary carer of disabled adult (18 and over)

Primary carer older person

Secondary (another person carries out the primary role)

Do not wish to disclose

**Thank you for taking the time to complete this equality & diversity monitoring form.**