**equal opportunity form**

tiata fahodzi is an equal opportunities employer and aims to be an organisation that embraces equality of opportunity. In line with established good practice and to enable us to monitor the diversity of applications for employment and of those engaged by tiata fahodzi, we ask all applicants to complete and return this form. All of the information provided will be treated as confidential. The exception is the information about disability, as explained in the relevant section below. If you do not wish to answer a question just leave it blank.

We’ve updated our privacy policy to ensue GDPR compliance, to view our updated privacy policy please visit <https://tiatafahodzi.com/privacy-notice/>

**sex**

**female intersex**

**male prefer not to say**

**not known**

**gender identity**

Tick the appropriate box to indicate your gender

**woman man**

**prefer to identify in another way not applicable**

**non-binary**

**(for example, androgyne people) prefer not to say**

**Not known**

**sex registered at birth**

Is your gender identity different to your sex as registered at birth?

**yes prefer not to say**

**no not known**

**ethnic origin**

|  |  |
| --- | --- |
| **I WOULD DESCRIBE MY ETHNIC ORIGIN AS:** | **Please tick one box** |
| British |  |
| Irish |  |
| Gypsy, Roma or Irish Traveller |  |
| Any other White background |  |
| White and Black Caribbean |  |
| White and Black African |  |
| White and Asian |  |
| Any other Mixed / Multiple Ethnic Background |  |
| Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Chinese |  |
| Any other Asian background |  |
| African |  |
| Caribbean |  |
| Any other Black/African/Caribbean background |  |
| Arab |  |
| Latin American |  |
| Any other ethnic group |  |
| Not known |  |
| Prefer not to say |  |

**nationality**

|  |  |
| --- | --- |
| **WHICH NATIONAL GROUP DO YOU MOST IDENTIFY WITH?** | **Please tick one box** |
| British  |  |
| English |  |
| Irish |  |
| Scottish |  |
| Welsh |  |
| Other (state here if you wish) |  |

**socio-economic background**

Please tick the relevant box of the main/highest income earner in their household when you were 14 years old.

|  |  |
| --- | --- |
| **I WOULD DESCRIBE MY SOCIO-ECONOMIC BACKGROUND AS:** | **Please tick one box** |
| Modern Professional Occupations |  |
| Clerical and Intermediate Occupations |  |
| Senior Managers and Administrators |  |
| Technical and Craft Occupations |  |
| Semi-Routine Manual and Service Occupations |  |
| Routine Manual and Service Occupations |  |
| Middle or Junior Managers |  |
| Traditional Professional Occupations |  |
| Short Term Unemployed |  |
| Long Term Unemployed |  |
| Retired |  |
| Not applicable |  |
| Don’t know |  |
| Prefer not to say |  |
| Other – please specify |  |

**disability**

Do you consider yourself to have a disability or long-term health condition which has (or has had) a substantial adverse effect upon your ability to carry out normal day to day activities?

**yes**

**no**

|  |  |
| --- | --- |
| **D/deaf and/or Disabled** |  |
| **Not D/deaf and/or Disabled** |  |
| **Other**  |  |
| **Prefer not to say** |  |
| **Not known** |  |

*In recruitment, as part of tiata fahodzi’s commitment to diversity and equal opportunities, all disabled candidates who meet the essential criteria will be guaranteed an interview. Therefore, the information provided in this section may be passed to the recruitment panel if necessary. The Disability Discrimination Act (2005) defines a person 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-to-day activities. You may still be considered to have a disability if you are not currently adversely affected but the impairment is likely to recur, or the condition is progressive.*

**neurodivergent**

Do you consider yourself to be neurodivergent e.g. dyslexic, dyspraxic, ADHD, autistic etc.

**yes prefer not to say**

**no not known**

**sexuality**

I identify as…

**gay man**   **gay woman/lesbian**

**heterosexual/straight queer**

**bisexual prefer to identify in another way**

**not known**

**prefer not to say**

**age**

I am…

**0–19 50–64**

 **20–34 65-74**

**35–49 75+**

**Prefer not to say**

**employment type**

**contractual freelance**

**permanent voluntary**

**contract type**

**full-time part-time**

**job type** (as defined by Arts Council England)

**specialist artist**

(stage manager (actors, writers,

producer, director, composers, designers)

choreographer,

educational, marketing

and audience development staff etc) +

 **manager other**

(chief executive, (administrative and

executive director, technical staff)

general manager etc.)

**name of project/production (if applicable)**

**……………………………………………………………………………………………**

**thank you for completing the form and sharing who you are with us**