

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?

- | | |
|--------------------------------|--|
| <input type="checkbox"/> 18-25 | <input type="checkbox"/> 56 –65 |
| <input type="checkbox"/> 26-35 | <input type="checkbox"/> 65+ |
| <input type="checkbox"/> 36-45 | <input type="checkbox"/> Do not wish to disclose |
| <input type="checkbox"/> 46-55 | |

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-to-day 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.