**EQUAL OPPORTUNITIES IN EMPLOYMENT**

Cheek by Jowl has an equal opportunities policy for recruitment and employment and welcomes applications from all sections of the community. We are committed to ensuring that all job applications and members of staff are treated equally, without discrimination. This form is to ensure that our equal opportunities process is working effectively.

**All questions are optional. You are not obliged to answer any of these questions but the more information you supply, the more effective our monitoring will be. All information supplied will be treated in the strictest confidence and will not be used in any decision affecting you. It will not be placed on your personnel file.**

**Please tick the box next to the field with which you identify.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender** | | | | |
|  | **Male** |  |  | **Female** |
|  | **Non-binary** |  | **Prefer not to say** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender identity**  ***If you identify as transsexual, transgender (in that you have effected a permanent change of gender identity) or as intersex, which group do you identify with?*** | | | | |
|  | **Transsexual** |  |  | **Transgender** |
|  | **Intersex** |  |  |  |
| **If you prefer to use your own term, please specify here:** | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Sexual orientation** | | | | |
|  | **Bisexual** |  |  | **Queer** |
|  | **Gay man** |  |  | **Other** |
|  | **Gay woman/lesbian** |  |  | **Prefer not to say** |
|  | **Heterosexual/straight** |  |  |  |
| **If you prefer to use your own term, please specify here:** | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Age** | | | | |
|  | **0 - 19** |  |  | **65-74** |
|  | **20 - 34** |  |  | **75+** |
|  | **35 - 49** |  |  | **Prefer not to say** |
|  | **50 - 64** |  |  |  |

**Further questions overleaf.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnicity**  *Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.* | | | |
| **White / White British** | | **Mixed/multiple ethnic groups** | |
|  | British |  | White and Black Caribbean |
|  | Welsh |  | White and Black African |
|  | Northern Irish |  | White and Asian |
|  | Irish |  | Any other Mixed Background |
|  | Gypsy or Irish Traveller |  | |
|  | Any other White Background |  | |
| **Asian/ Asian British** | | **Black/African/Caribbean/Black British** | |
|  | Indian |  | Black African |
|  | Pakistani |  | Black Caribbean |
|  | Bangladeshi |  | Black British |
|  | Chinese |  | Any other Black Background |
|  | Any other Asian Background |  |  |
|  | | **Other** | |
|  |  |  | Arabic |
|  |  |  | Latin American |
|  |  |  | Any other ethnic group |
|  |  |  | Prefer not to say |
|  |  |  | Don’t know |
| **If you prefer to use your own term, please specify here:** | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Do you identify as a deaf or disabled person?** | | | | |
|  | **Yes** |  |  | **No** |
|  | **Don’t know** |  |  | **Prefer not to say** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Do you identify as neuro-divergent?** | | | | |
|  | **Yes** |  |  | **No** |
|  | **Don’t know** |  |  | **Prefer not to say** |

**Further questions overleaf.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Socio-Economic Background [[1]](#endnote-2)**  *Please enter the occupation of the main/highest income earner in your household when you were 14. For examples of each occupation type, please see the guidance overleaf.* | | | | |
|  | **Modern Professional** |  |  | **Traditional Professional Occupations** |
|  | **Clerical and Intermediate** |  |  | **Short Term Unemployed** |
|  | **Senior Manager/Administrator** |  |  | **Long Term Unemployed** |
|  | **Technical and Craft Occupations** |  |  | **Retired** |
|  | **Semi-Routine Manual and Service Occupations** |  |  | **Not Applicable** |
|  | **Routine Manual and Service Occupations** |  |  | **Don’t know** |
|  | **Middle or Junior Managers** |  |  | **Prefer not to say** |
| **If other, please specify here:** | | | | |

|  |
| --- |
| **How did you hear about this position at Cheek by Jowl?** |
|  |

1. Modern Professional Occupations

   *E.g. Teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, actor, artist, musician, police officer (sergeant or above), software designer*

   Clerical and Intermediate Occupations

   *E.g. secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse*

   Senior Managers and Administrators

   *Usually responsible for planning, organising and co-ordinating work for finance such as finance manages, chief executive etc*

   Technical and Craft Occupations

   *E.g. motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver*

   Semi-Routine Manual and Service Occupations

   *E.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant*

   Routine Manual and Service Occupations

   *E.g. HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff*

   Middle or Junior Managers

   *E.g. office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican*

   Traditional Professional Occupations

   *E.g. solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer*

   Short Term Unemployed

   *Claimed Jobseeker’s Allowance or earlier unemployment benefit for a year or less*

   Long Term Unemployed

   *Claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year* [↑](#endnote-ref-2)