

philharmonia orchestra

EQUALITY AND DIVERSITY MONITORING FORM

The Philharmonia Orchestra is committed to equality and diversity in its employment practices.

In order to help us monitor the effectiveness of our policies we ask for your co-operation in completing this form and returning it to us with your application. All information provided will be treated confidentially and anonymously; it will not be kept with your application, nor will it form part of the selection process. Completion of this form is not mandatory and failure to complete it will not prejudice your application.

GENDER

The Equality Act 2010 protects people against discrimination on the grounds of their age and sex.

Please indicate your gender:

Male Female Non-binary Prefer not to say

If other, please specify:

AGE

Please check the appropriate box:

18-19 20-24 25-29 30-34 35-39
40-44 45-49 50-54 55-59 60-64 65+
Prefer not to say

NATIONALITY

The Equality Act 2010 protects people against discrimination on the grounds of their race which includes colour, nationality, ethnic or national origin.

Please specify your nationality:

ETHNIC ORIGIN

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please check the appropriate box.

How would you describe your ethnic origin?

White

- British
- Irish
- Gypsy or Irish Traveller
- Any other white background:

Please specify:

Mixed

- White and black Caribbean
- White and black African
- White and Asian
- Any other mixed background:

Please specify:

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background:

Please specify:

Prefer not to say

Black or black British

- Caribbean
- African
- Any other black background:

Please specify:

Other ethnic groups

- Arab
- Other ethnic group:

Please specify:

DISABILITY

The Equality Act 2010 defines a disabled person as someone who has a physical or mental impairment which has a substantial and long-term negative effect on their ability to carry out normal day-to-day activities. It protects disabled people - including those with long term health conditions, learning disabilities and so called "hidden" disabilities such as dyslexia.

Do you consider yourself to have a physical or mental disability or health condition as defined by the Equality Act 2010?

- Yes
- No
- Prefer not to say

If yes, please indicate the nature of your disability or long term condition:

- | | | | |
|-------------------------|--------------------------|------------------------------------|--------------------------|
| Visual impairment/Blind | <input type="checkbox"/> | Mental health | <input type="checkbox"/> |
| Hearing impairment/Deaf | <input type="checkbox"/> | Invisible disabilities | <input type="checkbox"/> |
| Physical impairment | <input type="checkbox"/> | Cognitive or learning disabilities | <input type="checkbox"/> |
| Prefer not to say | <input type="checkbox"/> | | |

If other, or you wish to supply more information, please specify:

SEXUAL ORIENTATION

The Equality Act 2010 identifies sexual orientation as a 'protected characteristic' group which means people who identify as gay, lesbian, bisexual or heterosexual/straight are protected against discrimination.

What is your sexual orientation?

- Heterosexual
- Gay woman/lesbian
- Gay man
- Bisexual
- Prefer not to say

If you prefer to use your own term, please specify here

