**Variety** **Equal Opportunities Monitoring Form**

**Confidential**

Variety is committed to equality and diversity. To help us assess the reach of our recruitment practices, we would be grateful if you would complete this form.

This is a voluntary form that asks you to self-identify yourself in different areas or groups. The groups have been selected based on characteristics that are protected under legislation. Self-identification is how you see yourself and we are asking you to select an option or group to which you primarily identify.

The information you provide will be treated as strictly confidential and will be anonymous, and not stored with any identifying information about you. All details are held in accordance with data protection legislation.

1. **Gender**

☐ Male ☐ Female ☐ Non-binary/third gender ☐ Prefer not to say

**If you prefer to use your own term, please specify here:** Click here to enter text.

1. **What is your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please choose one section then tick the appropriate box to indicate your cultural background.

**Asian or Asian British Mixed**

[ ]  Bangladesh [ ]  Asian and white

[ ]  Indian [ ]  Black African and white

[ ]  Pakistani [ ]  Black Caribbean and white

[ ]  Any other Asian background  [ ]  Any other mixed background

 Please write in: Click here to enter text. Please write in: Click here to enter text.

**Black or Black British White**  [ ]  African [ ]  British

[ ]  Caribbean [ ]  Irish

[ ]  Other black background [ ]  Any other mixed background

Please write in: Click here to enter text. Please write in: Click here to enter text.

**Other ethnic group**

[ ]  Any other ethnic group. Please write in: Click here to enter text.

1. **What is your sexual orientation?**

[ ]  Heterosexual [ ]  Gay man [ ]  Gay woman/Lesbian [ ] Bisexual [ ] Prefer not to say

If you prefer to use your own term, please specify here: Click here to enter text.

1. **What is your religion or belief?**

[ ]  No religion or belief [ ]  Buddhist [ ]  Christian [ ]  Hindu

[ ]  Jewish [ ]  Muslim [ ]  Sikh [ ]  Prefer not to say

If other religion or belief, please write in: Click here to enter text.

1. **Do you consider yourself to have a disability or health condition?**

The Equality Act 2010 defines disability as 'A physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day to day activities.' Long term in this context means likely to last longer than 12 months or likely to recur.

[ ]  Yes [ ]  No [ ]  Prefer not to say

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:Click here to enter text.

*The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your line manager, or the manager running the recruitment process if you are a job applicant.*

1. **Dependants**

Do you have dependants? Dependants might include children, the elderly, or other people who rely on you for care.

[ ]  Yes [ ]  No [ ]  Prefer not to say

For the purposes of compliance with Data Protection law I confirm that by completing this form I give my consent to Variety processing the data supplied above in order to monitor its equal opportunities policy. I also agree to the storage of this information on manual and computerised files.

**Thank you for completing this form.**