

**Equality, Diversity and Inclusion monitoring form**

We are an equal opportunities employer. We welcome and celebrate diversity in illustration and in our organisation. We strive to create an inclusive environment for everyone who encounters us. Our values are equality, relevance, compassion, curiosity and rigour.

To help us identify and tackle inequalities, we ask everyone who applies to work with us and everyone we employ to complete this monitoring form. The information you provide will be kept entirely confidential, accessible only by our HR department and separated from any application for employment. We provide progress reports to our Board and major funders but data is always aggregated and never attributable to individuals.

Please tick the categories that best describe you. You can answer ‘prefer not to say’ if there is a question you do not wish to respond to. Thank you for your assistance.

**We offer guaranteed interviews to people whose applications demonstrate that they meet the essential criteria listed in the job pack and who identify as D/deaf, disabled and/or of African, Caribbean, Central Asian, East Asian, South Asian, South East Asian, West Asian or Latinx heritage. This will be indicated separately to the interviewers, who will not see monitoring forms.**

\*Definition under the Equality Act 2010: you are disabled if you have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal   
daily activities.

**Based on the above statement, if you identify as D/deaf, disabled and/or of African, Caribbean, Central Asian, East Asian, South Asian, South East Asian, West Asian or Latinx heritage and meet the essential criteria for the role, do you agree to be offered a guaranteed interview?**

**YES  NO**

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| Where did you hear about this vacancy? |
| Choose an item. If other please state: |

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| Age Please tick one box | | | |
| 16-17 | 18-20 | 21-24 | 25-29 |
| 30-44 | 45-59 | 60-64 | 65-74 |
| 75-84 | 85-89 | 90 and over | Prefer not to say |

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| Disability Under the Equality Act 2010 a person is considered to have a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out day-to-day activities.  **Do you have any of the following conditions which have lasted or are expected to last for at least 12 months?** | | |
| Deafness or partial loss of hearing | Blindness or partial loss of sight | Cognitive or learning disability |
| Developmental disorder | Mental ill health | Long term/chronic illness or condition |
| Physical disability | Invisible disability | Other disability |
| Neurodivergent | Prefer not to say |  |

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| **Do you consider yourself to be Neurodivergent?** *Please tick as appropriate* | | |
| Yes | No | Prefer not to say |

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| **Ethnicity**  Please tick the box that best describes your ethnic group. | |
| **Arab** | **Jewish** |
| **Asian or Asian British:**  Bangladeshi  Chinese  East African Asian  Indian  Pakistani  Other (please specify):  Click here to enter text.  **Black or Black British:**  African | **Latin American**  **White:**  British  Irish    **White other:**  Greek/ Greek Cypriot  Turkish  Turkish/Cypriot  Kurdish  Gypsy/Roma  Irish Traveller  Other (please specify):  Click here to enter text. |
| Caribbean  Other (please specify):  Click here to enter text.  **Dual Heritage:**  White and Black African  White and Black Caribbean  White and Asian  White and Latin American  Other (please specify):  Click here to enter text. |
| **Any other ethnicity (please specify):**  Click here to enter text. |

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| Sex Please tick the box that best describes you | |
| Male | Female  Non-binary |
| Prefer not to say | Prefer to self-describe: Click here to enter text. |

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| Pronouns Please tick the box that best describes you | | |
| He/Him/His | She/Her/Hers  They/Them/Theirs | |
| Other: Click here to enter text. | |  |

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| Gender reassignment Does your gender differ from your birth sex? | | |
| Yes | No | Prefer not to say |

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| Religion Please tick as appropriate | | |
| Christian | Hindu | Other (please specify): |
| Muslim | Sikh | Click here to enter text. |
| Jewish | Rastafarian | Prefer not to say |
| Buddhist | Atheist/No Religion |  |

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| **Sexual orientation** *Please tick the box that best describes your sexual orientation* | | | |
| Heterosexual | Bisexual | Gay Man |  |
| Other | Prefer not to say | Gay Woman/Lesbian | |

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| **Pregnancy and maternity** *Please tick one box* | | | |
| Are you pregnant? | | Have you had a baby in the last 12 months? | |
| Yes | No | Yes | No |
| Prefer not to say | | Prefer not to say | |

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| **Marriage and Civil Partnership** *Please tick one box* | | | |
| Single | Married | Co-habiting | In a civil partnership Prefer not to say |
| Separated | Divorced | Widowed |

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| **Refugees and Asylum Seekers** *Are you?* | |
| A Refugee | An Asylum Seeker |
| What country or region are you a refugee/asylum seeker from? Click here to enter text. | |

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| **Language** *What is your first language?* | |
| English   Other (please specify): Click here to enter text. |  |

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| **Caring responsibilities** *Are you the primary carer for a person under the age of 18 or a vulnerable adult?* | |
| Yes   No Prefer not to say |  |

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| **Social Mobility**  *Did your parent(s) or guardian(s) complete a university degree or equivalent?* | |
| Yes   No  Don’t know Prefer not to say |  |

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| What was the main/highest income earner in your household when you were 1 year old? | | |
|  | **Modern professional occupations** – such as teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer |  |
|  | **Clerical and intermediate occupations** – such as secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse |  |
|  | **Senior managers and administrators** – responsible for planning, organising and co-ordinating work for finance such as finance manager, chief executive |  |
|  | **Technical and craft occupations** – such as motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver |  |
|  | **Semi-routine manual and service occupations** – such as postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant |  |
|  | **Routine manual and service occupations** – such as HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff |  |
|  | Middle or junior managers – such as office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican |  |
|  | **Traditional professional occupations** – such as solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer |  |
|  | Short term unemployed – such as 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 |  |
|  | **Retired** |  |
|  | **Not applicable** |  |
|  | **Don’t know** |  |
|  | **Prefer not to say** |  |
|  | **Other – please specify:** Click here to enter text. |  |

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| What is the highest qualification you have to date? | |  |
|  | No Qualification |  |
|  | 1-4 O levels / CSEs / GCSEs (any grades), Entry Level, Foundation Diploma |  |
|  | 5+ O Levels (passes), CSEs (grade 1), GCSEs (Grades A\*-C), School Certificate, 1A Level/2-3 AS Levels/VCEs, Higher Diploma |  |
|  | NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA Diploma |  |
|  | Apprenticeship |  |
|  | 2+ A Levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/Advanced Diploma, Music grades 6-8 |  |
|  | NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma |  |
|  | Undergraduate Degree (e.g. BA, BSc, BMus) |  |
|  | NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level |  |
|  | Master’s degree (e.g. MA, MSc, MMus) |  |
|  | Doctorate degree (e.g. PhD) |  |
|  | Professional qualifications (e.g. teaching, accountancy) |  |
|  | Don’t know |  |
|  | Prefer not to say |  |

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| What type of school did you mainly attend between the ages of 11 and 16? | | |
| State-run or state-funded school | Selective on academic, faith or other ground | Non-selective |
| Independent or fee paying school | Attended school outside the UK | I don’t know |
| Prefer not to say |  |  |

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| Did either (or both) of the following apply at any point during your school years? | | | | |
| **Your household received income support** | | | | |
| Yes | No | I don’t know | N/A | Prefer not to say |
| **You received free school meals (UK only)** | | | | |
| Yes | No | I don’t know | N/A | Prefer not to say |

**Thank you for completing and returning this form.**