

## Equality and diversity monitoring form

**Broadway** wants to meet the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary.

The information you provide will stay confidential, and will be stored securely and limited to only the organisation's Human Resources section. On occasion we are required to provide collated anonymous Equality and Diversity information to our funders.

When answering questions about your role, please refer to your current role or the role you are applying for.

Please return the completed form marked 'Strictly confidential' to **Nicola Marriott, HR** in a sealed envelope or to [n.marriott@broadway.org](mailto:n.marriott@broadway.org)

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### Gender

Male ☐ Female ☐ Transgender ☐ Prefer not to say ☐

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### Are you married or in a civil partnership?

Yes ☐ No ☐ Prefer not to say ☐

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**Age** 16-24 ☐ 25-29 ☐ 30-34 ☐ 35-39 ☐ 40-44 ☐ 45-49 ☐  
50-54 ☐ 55-59 ☐ 60-64 ☐ 65+ ☐

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### What is your job type?

Specialist\* ☐ Manager ☐ Artist ☐ Other ☐

(Specialist, eg : professional qualification required, directors, programmers, curators, educational, marketing, audience development, etc.)

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### What is your working pattern?

Full-time ☐ Part-time ☐

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### What is your flexible working arrangement?

None ☐ Flexi-time ☐ Staggered hours ☐ Term-time hours ☐  
Annualised hours ☐ Job-share ☐ Flexible shifts ☐ Compressed hours ☐  
Homeworking ☐ Prefer not to say ☐

If other, please write in:

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### What is your current working pattern?

Full-time ☐ Part-time ☐ Prefer not to say ☐

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### Do you have caring responsibilities? If yes, please tick all that apply

None ☐ Primary carer of a child/children (under 18) ☐  
Primary carer of disabled child/children ☐  
Primary carer of disabled adult (18 and over) ☐ Primary carer of older person ☐  
Secondary carer (another person carries out the main caring role) ☐  
Prefer not to say ☐

**What is your sexual orientation?**

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

If other, please write in:

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**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:

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**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 tick the appropriate box

***White***

English ☐ Welsh ☐ Scottish ☐ Northern Irish ☐ Irish ☐  
British ☐ Gypsy or Irish Traveller ☐ Prefer not to say ☐

Any other white background, please write in:

***Mixed/multiple ethnic groups***

White and Black Caribbean ☐ White and Black African ☐ White and Asian ☐ Prefer not to say ☐ Any other mixed background, please write in:

***Asian/Asian British***

Indian ☐ Pakistani ☐ Bangladeshi ☐ Chinese ☐ Prefer not to say ☐  
Any other Asian background, please write in:

***Black/ African/ Caribbean/ Black British***

African ☐ Caribbean ☐ Prefer not to say ☐  
Any other Black/African/Caribbean background, please write in:

***Other ethnic group***

Arab ☐ Prefer not to say ☐ Any other ethnic group, please write in:

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

Yes ☐ No ☒ Prefer not to say ☐

If you have answered **yes** above, please indicate the nature of your disability

Visual Impairment ☐ Hearing Impairment ☐ Physical Disability ☐ Cognitive or Learning Disability ☐ Mental Health Disability ☐

Other Long Term or Chronic Condition ☐ Prefer not to say ☐

*Please note, the information you give on this form is for monitoring purposes only. If you believe you need 'reasonable adjustments' at work due to a disability, then please bring this to the attention of your manager, HR, or the manager running the recruitment process if you are a job applicant.*

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**Thank you for completing our Equality & Diversity Monitoring Form.**