

EQUAL OPPORTUNITIES AND DIVERSITY

Wiltshire Music Centre Trust commitment

Wiltshire Music Centre Trust is committed to promoting equality of opportunity and inclusion across the organisation's work. To achieve this, the organisation understands and approaches diversity in its broadest and inclusive sense. This includes differences defined by social and cultural categories including gender, religion, sexual orientation, disability, 'race' and age.

The organisation further acknowledges differences that cut across social and cultural categories but are equally significant to equality of opportunity and inclusion such as health, education, economic and material disadvantage.

Data collection and management

As part of its commitment, Wiltshire Music Centre Trust endeavours to build an accurate picture of the make-up of the workforce in encouraging equality and diversity.

Recruitment and selection procedures are monitored to ensure that individuals are selected on merit and that there is no unfair treatment. This data is collected solely for equality monitoring and will not be used as part of the selection process.

The information you provide in this form will stay confidential and be stored securely and limited to only some members of the management team. This sheet will be removed before any assessment of your application takes place. You are under no obligation to answer all the questions below.

WMC's privacy policy is available on the website www.wiltshiremusic.org.uk/privacy-policy

MONITORING FORM – PLEASE RETURN WITH YOUR APPLICATION

Position applied for	How did you hear about the role?

AGE

How old are you?

Under 20	20-29	30-39	40-49	50-59	60+	Prefer not to say

(please tick 'X' in the relevant box)

DISABILITY AND HEALTH CONDITION

In general, a person is considered disabled for the purposes of the Equality Act 2010 if he or she has a physical or mental impairment which has a substantial, long-term and adverse effect on his or her ability to carry out normal day-to-day activities.

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

Yes	No	Prefer not to say	Please indicate below if you require any reasonable adjustments to be put in place

(please tick 'X' in the relevant box)

RELIGIOUS BELIEF

Do you have a religious belief?

No religion or belief	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Prefer not to say

(please tick 'X' in the relevant box)

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

GENDER

Are you

Female	Male	Non-binary	Prefer not to say	If you prefer to use your own term, please specify here

(please tick 'X' in the relevant box)

SEXUAL ORIENTATION

What is your sexual orientation

Bisexual	Gay lesbian	Heterosexual	Prefer not to say	If you prefer to use your own term, please specify here

(please tick 'X' in the relevant box)

ETHNICITY

Please select the ethnic category that best represent you.

As you make your decision, please think about what ethnic group means to you, that is, how you see yourself. Your ethnicity is a mixture of culture, religion, skin colour, language and the origins of yourself and your family. It is not the same as nationality.

Asian or Asian British	Bangladeshi	
	Chinese	
	Indian	
	Pakistani	
	Any other Asian background, please state	

Black or Black British	African	
	Caribbean	
	Any other Black background, please state	

White	British/English/Scottish/Welsh	
	Irish	
	Gypsy or Irish or Romany Traveller	
	Any other White background, please state	

Other ethnic group	Arab	
	Any other ethnic background, please state	

Mixed or multiple group	Asian and White	
	Asian and Black	
	Black and White	
	Other ethnic group and White	
	Any other mixed background, please state	

Prefer not to say	Arab	
	Any other ethnic background, please state	

(please tick 'X' in the relevant box)

Thank you – please include this form with your application
