**Equal Opportunities Policy**

**Statement**

Spike Island is committed to a policy of equal opportunity in its recruitment of employees, in its employment practice, and in all aspects of its role as a company limited by guarantee with charitable status.

Employees are accepted by the application of objective criteria and personal merit. No candidate will be treated less favourably than another on grounds of race, nationality, ethnic origin, disability, religion, social class, sex, sexual orientation or marital status.

Spike Island continually strives to ensure that the building that the organisation occupies is fully accessible premises.

All information given will be treated with the strictest confidence and will be held for statistical purposes only, it does not constitute part of your application. The interviewing panel will not see this form. Although you are not under any obligation to complete this questionnaire the information you provide will help us to monitor our equal opportunities policy.

**Equal Opportunities Monitoring Form**

Please tick the appropriate box:

Gender

Male [ ]  Female [ ]  Non-binary [ ]  Prefer not to say [ ]

Age [ ]  0 – 19 years [ ]  50 – 64 years

 [ ]  20 – 34 years [ ]  65 years and over

 [ ]  35 – 49 years

**Cultural Diversity**

It would be helpful for us to have on record information regarding your ethnicity. We are offering two methods for you to register these details. Please choose one you feel is most appropriate.

Method 1. Please describe your ethnic origin.

Method 2.

Please tick the ethnic category that best represents you. Choose one section from A to E, then tick the appropriate box to indicate your cultural background.

White [ ]  British

 [ ]  Irish

 [ ]  Gypsy or Irish Traveller [ ]  Any other White background

Mixed [ ]  White and Black Caribbean

 [ ]  White and Black African [ ]  White and Asian

 [ ]  Any other Mixed background

Asian/ Asian British [ ]  Indian

 [ ]  Pakistani

 [ ]  Bangladeshi

 [ ]  Chinese

 [ ]  Any other Asian background

Black/ Black British [ ]  African

 [ ]  Caribbean

 [ ]  Any other Black background

Other [ ]  Arab

 [ ]  Any other ethnic group [ ]  Prefer not to say

 [ ]  Not known

**Disability**

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

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

Please indicate, by ticking the appropriate box, which category applies, please tick all that apply:

Physical/mobility impairment [ ]

Long-standing illness or condition [ ]

Mental ill health [ ]

Sensory [ ]

Learning difficulty/disability [ ]

Other [ ]

Prefer not to say [ ]

**Sexual orientation**

How would you describe your sexual orientation?

Heterosexual/Straight [ ]

Gay woman/lesbian [ ]

Gay man [ ]

Bisexual [ ]

Other [ ]

Prefer not to say [ ]

If other, please write: ……………………………………………………………………………………

**If applying for an advertised opportunity or vacancy, where did you hear about this opportunity?**

Thank you for your cooperation

The information in this form will be kept confidentially in the Spike Island office for internal use only.