**PRIVATE AND CONFIDENTIAL**

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|  | **Reference No:****(Office Use Only)** | FAO 2025 |

**EQUAL OPPORTUNITIES MONITORING**

Belfast International Arts Festival is committed to a policy of equality of opportunity in its employment practices, and in accordance with the Fair Employment & Treatment (NI) Order 1998, BIAF is required to gather statistics on the community background of its workforce and applicants. To help us to achieve this aim we ask you to complete this monitoring form. The request for this information and the uses to which it will be put are within the scope of the Data Protection Act 1998, which allows for the collation and reporting of sensitive data for monitoring purposes. The monitoring form will be kept separate from the job application form, to ensure that none of the information you have provided is used in the selection decision.

**Mark your responses by putting an ‘x’ in the box by clicking on the appropriate box.**

|  |  |
| --- | --- |
| **Post Applied For:** |  |
| **I am Aged:**  | **Date of Birth**: -- / -- / ---- |

**Sex and Gender Identity**

What is your sex?
Female [ ]  Male [ ]  Prefer not to say [ ]

Is the gender you identify with the same as your sex registered at birth?

YES [ ]  NO [ ]  Prefer not to say [ ]

If the gender you identify with is not the same as your sex registered at birth, please describe:

|  |
| --- |
|  |

**Marital Status / Civil Partnership Status**

Are you married or in a civil partnership? YES [ ]  NO [ ]

**Community Background**

Please indicate the community to which you belong:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Protestant: |  |  | Catholic: |  |  | Neither: |  |
| If Neither, please specify: |

**Cultural/Ethnic Origin**: Diversity questions are not about nationality, place of birth or citizenship. They are about broad ethnic groupings. For example, UK and Irish citizens can belong to any of the groups indicated.

I would describe my ethnic or cultural origin as:

|  |  |  |  |
| --- | --- | --- | --- |
| Black/African/Caribbean |  | Chinese |  |
| Indian |  | Pakistani |  |
| Traveller |  | White |  |
| Other Asian (please describe):  |
| Other (please describe): |

**Disability**

The Disability Discrimination Act (1995) describes a disability as “a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities”.

Having read this definition, do you consider yourself to be a disabled person: YES [ ]  NO [ ]

**Additional Information**

To monitor the effectiveness of our advertising please indicate where you saw this position advertised:

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| --- |
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