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**Equality and Diversity Monitoring Form**

St Ives School of Painting (SSP) is an equal opportunities employer. In order to monitor the effectiveness of our advertising and recruitment, to ensure they are open to all sections of the community, we have designed a diversity questionnaire with the intention of having a separate, confidential record of your name, where you obtained information about the vacancy you applied for and information about the protected characteristics within the Equality Act 2010 listed below:

Age, Disability, Race – this includes ethnic or national origins, colour or nationality, religion or belief – this includes non-belief, gender, sexual orientation

To assist us in this, it would be helpful if you would take the time to complete this questionnaire in full. Please ensure that you include your name and vacancy title at the top of each page. After completion, please return the questionnaire to *janet@schoolofpainting.co.uk*

#### The information contained in this questionnaire will be treated as confidential and will be used for monitoring purposes only. It will not be seen by the recruitment team during the selection process. Please read our [Privacy Notice](https://schoolofpainting.co.uk/privacy-notice/) to see how we look after it. <https://schoolofpainting.co.uk/privacy-notice/>

If you are appointed, we will also use the information you provided on disability (if applicable) to ensure that we are meeting our obligations under the Equality Act 2010 to make reasonable adjustment to the work place.

Thank you for your co-operation.

**Name: Vacancy:**

**Please use the mouse to click on your selected box and it will automatically mark with x. Click again to deselect.**

**Gender** Man [ ]  Woman [ ]  Intersex [ ]  Non-binary [ ]  Prefer not to say [ ]  If you prefer to use your own term, please specify here:

**Are you married or in a civil partnership?** Yes [ ]  No [ ]  Prefer not to say [ ]

**Age** 16-24[ ]  25-29 [ ]  30-34 [ ]  35-39[ ]  40-44 [ ]  45-49 [ ]  50-54 [ ] 55-59 [ ]  60-64 [ ]  65+ [ ]  Prefer not to say [ ]

**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 [ ]  Cornish [ ]  Welsh [ ]  Scottish [ ]  Northern Irish [ ]  Irish [ ]

British [ ]  Gypsy or Irish Traveller [ ]  Prefer not to say [ ]

Any other white background, please write in here:

***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 here:

***Asian/Asian British***

Indian [ ]  Pakistani [ ]  Bangladeshi [ ]  Chinese [ ]  Prefer not to say [ ]

Any other Asian background, please write in here:

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

African [ ]  Caribbean [ ]  Prefer not to say [ ]

Any other Black/African/Caribbean background, please write in here:

***Other ethnic group***

Arab [ ]  Prefer not to say [ ]  Any other ethnic group, please write in here:

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

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

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:

**Please use the mouse to click on your selected box and it will automatically mark with x. Click again to deselect.**

**Name: Vacancy:**

**What is your sexual orientation?**

Heterosexual [ ]  Gay [ ]  Lesbian [ ]  Bisexual [ ]

Prefer not to say [ ]  If you prefer to use your own term, please specify here:

**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 here:

SSP monitors the effectiveness/impact of advertising vacancies and is constantly seeking to put the various forms of advertising to the best use to attract as diverse a range of candidates as possible.

How did you get details of this vacancy? Please click on the appropriate box.

Times and Echo, St Ives [ ]

SSP Website [ ]

Arts Council [ ]

Indeed [ ]

Find a Job (gov.uk) [ ]

Falmouth University [ ]

 Twitter & Facebook [ ]

Creative Skills/Cultivator [ ]

Local advert in shops, school [ ]

Word of Mouth [ ]

Other (please state) [ ]

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