

# Equal Opportunities Monitoring Form

---

Springs Dance Company is committed to equal opportunities within our recruitment process. 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.

Completing this form is voluntary but the information received helps us to make sure that we are an inclusive employer. The information provided will be kept confidential and will only be used for monitoring purposes. It will not be viewed until after the recruitment process has finished.

If you have any questions about the form, contact Eliza Reger (Company Manager) at [eliza@springsdancecompany.org.uk](mailto:eliza@springsdancecompany.org.uk)

Please return the completed form to [jobs@springsdancecompany.org.uk](mailto:jobs@springsdancecompany.org.uk)

---

**Position applied for:** \_\_\_\_\_

We would like to monitor the effectiveness/impact of advertising vacancies and seeking to put the various forms of advertising to the best use to attract as diverse a range of candidates as possible. We would like to know how you became aware of this vacancy.

Social Media  Please specify:

Job Website  Please specify:

Springs Website

---

**Gender** Male  Female  Non-binary  Prefer not to say

If you prefer to use your own gender identity, please write in:

---

**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

### **Asian or Asian British**

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say

Any other Asian background, please write in:

### **Black, African, Caribbean or Black British**

African  Caribbean  Prefer not to say

Any other Black, African or Caribbean background, please write in:

**Mixed or Multiple ethnic groups**

White and Black Caribbean  White and Black African  White and Asian  Prefer not to say

Any other Mixed or Multiple ethnic background, please write in:

**White**

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

Any other White background, please write in:

**Other ethnic group**

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

---

**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 work? Please write in here:

The information in this form is for monitoring purposes only. If you believe you need a 'reasonable adjustment' during the recruitment process, then please discuss this with us.

---

**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:

---