

Buxton International Festival Equality Monitoring Form

For recruitment applications

Why we ask for this information. Buxton International Festival is committed to creating an inclusive organisation and to fair recruitment. This voluntary form helps the Festival understand who is applying and assess whether its recruitment activity is reaching a broad range of people.

How it will be used. This form will be kept separate from your application and will not be seen by anyone involved in assessing it. Your answers will be used only in anonymised, aggregated form for equality monitoring and reporting.

Completion and return of this form are entirely voluntary. You may choose not to answer any or all questions, or not to return the form. This will not affect your application.

Please return this form to applications@aeminternational.co.uk. Do not include your name or any information that could identify you.

1 How would you describe your ethnicity?

Asian or Asian British

☐ Indian	☐ Pakistani
☐ Bangladeshi	☐ Chinese
☐ Other Asian background: _____	

Black or Black British

☐ African	☐ Caribbean
☐ Other Black background: _____	

White

☐ British	☐ Irish
☐ Gypsy or Irish Traveller	☐ Roma
☐ Other White background: _____	

Dual Heritage

☐ Asian and White	☐ Black African and White
☐ Black Caribbean and White	☐ Other Dual Heritage background: _____

Other ethnic group

☐ Arab	☐ Latin
☐ Prefer not to say	☐ Prefer to self-describe: _____

2 Do you consider yourself to be disabled?

Under the Equality Act 2010, a disability is a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.

☐ Yes	☐ No
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☐ Prefer not to say	
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3 Age

☐ 18–24	☐ 25–34
☐ 35–44	☐ 45–54
☐ 55–64	☐ 65 or over
☐ Prefer not to say	

4 Gender

☐ Female	☐ Male
☐ Non-binary	☐ Prefer to self describe: _____
☐ Prefer not to say	

5 Sexual orientation

☐ Bisexual	☐ Gay man
☐ Gay woman or lesbian	☐ Heterosexual or straight
☐ Prefer to self describe: _____	☐ Prefer not to say

6 Socio-economic background

The arts and cultural sector is seeking to address socio-economic inequality alongside the characteristics protected by the Equality Act 2010. These optional questions help the Festival understand applicants' backgrounds and whether its recruitment activity is reaching a broad range of people.

a) What type or types of school did you go to?

☐ State-run or state-funded school: selective	☐ State-run or state-funded school: non-selective
☐ Independent or fee-paying school	☐ Independent or fee-paying school on a scholarship
☐ Prefer not to say	

b) Were you eligible for free school meals at any time?

☐ Yes	☐ No
☐ Not applicable (finished school before 1980 or went to school overseas)	☐ Don't know
☐ Prefer not to say	

c) What kind of work did your primary care-giver do when you were 14 years old?

☐ Routine manual and service occupations (e.g. van driver, cleaner, porter, labourer, waiter or waitress, bar staff)	☐ Semi-routine manual and service occupations (e.g. postal worker, security guard, machine worker, receptionist, sales assistant)
☐ Technical and craft occupations (e.g. fitter, plumber, printer, electrician)	☐ Clerical and intermediate occupations (e.g. secretary, nursery nurse, office clerk, call centre agent)
☐ Middle or junior managers (e.g. office manager, warehouse manager, restaurant manager)	☐ Modern professional occupations (e.g. teacher, nurse, social worker, artist, musician, software designer)
☐ Traditional professional occupations (e.g. accountant, solicitor, scientist, medical practitioner)	☐ Senior managers or administrators (e.g. finance manager, chief executive, director)

☐ Retired	☐ Prefer not to say
☐ Other: _____	

Recruitment source

Where did you hear about this opportunity?

☐ Buxton International Festival website	☐ Arts Jobs or other job board
☐ Social media	☐ Recommendation or professional network
☐ Contacted by recruitment consultant	☐ Other: _____

Data protection

The Festival will process this information in accordance with applicable data protection law. If you are invited to interview, you may discuss any reasonable adjustments separately with the recruitment contact.