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**Diversity Monitoring Form**

|  |  |
| --- | --- |
| **Vacancy title** |  |
|  |
| **Reference** |  |
|  |

Tate is committed to making art available to everyone. To do this we recognise we need a workforce which reflects the diversity of the audiences and communities we serve.

We want to make opportunities to work at Tate accessible to people from all backgrounds and ensure our processes are free from discrimination. In line with this commitment all applicants will be considered only on their ability to do the role for which they are applying.

To help us monitor the effectiveness of our diversity and inclusion practices we ask all applicants to supply the monitoring information outlined below. Provision of this information is completely voluntary and if you do not wish to provide this information you can select the “Prefer not to say” option. This information will be kept securely and the only information that will be made available to those shortlisting will be if you have told us you have disability and you have not opted out of our guaranteed interview scheme.

This information will not be used in deciding whether to shortlist you for interview or offer you employment. The information will only be used to monitor Tate’s practices. It will not be revealed outside Tate except as part of an overall diversity statistical report which will not identify individuals.

All data relating to unsuccessful applications is deleted after a maximum of 12 months. The only exceptions to this is personal information relating to applications for positions where an appointment has been made from outside of the European Economic Area (EEA), where we may be required to retain your applicant information for a longer period to comply with UK Visa and Immigration regulations.

If you are the successful candidate, your application will be retained and will form the basis of your personal staff record. This data will be retained in line with our staff data retention policy.

**What is your gender identity?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Man (including trans man)  |  | Woman (including trans woman) |  | Other gender identity |  |
|  |  |  |
| Prefer not to say |  |  |  |  |  |

**Is your gender identity the same as the gender you were originally assigned at birth?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Yes  |  | No |  | Prefer not to say |  |

**What is your current age?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 16 – 17 |  | 18 – 21 |  | 22 – 30 |  |
|  |  |  |
| 31 – 40 |  | 41 – 50 |  | 51 – 60 |  |
|  |  |  |
| 61 – 65 |  | 66 – 70 |  | 70 +  |  |
|  |  |  |

**Which ethnicity do you primarily identify with?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Prefer not to say |  |  |  |  |  |
|  |  |  |  |  |  |
| **Asian / Asian British** |  | **Mixed / Multiple Ethnic Group** |  | **Other** |  |
|  |  |  |
| Bangladeshi |  | White and Asian |  | Arab |  |
|  |  |  |
| Chinese |  | White and Black African |  | Any other ethnic group  |  |
|  |  |  |
| Indian |  | White and Black Caribbean  |  |  |  |
|  |  |  |
| Pakistani |  | Other Mixed |  |  |  |
|  |  |  |
| Other Asian |  |  |  |  |  |
|  |  |  |
|  |  |  |  |  |  |
| **Black / African / Caribbean / Black British** |  | **White** |  |  |  |
|  |  |  |
| African |  | British |  |  |  |
|  |  |  |
| Caribbean |  | Gypsy / Irish Traveller  |  |  |  |
|  |  |  |  |  |  |
| Other Black |  | Irish |  |  |  |
|  |  |  |
|  |  | Other White  |  |  |  |
|  |  |  |  |  |  |

**What is your nationality?**

|  |  |
| --- | --- |
|  |  |

**Do you consider yourself to have a disability?**

As defined by the Equality Act 2010 as disability is:

*'A physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities.’*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Yes  |  | No |  | Prefer not to say  |  |

If you have a disability and you **do not** wish to take part in the guaranteed interview scheme please opt out now by checking this box

|  |  |
| --- | --- |
| Opt out |  |

**What is your sexual orientation?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Bisexual |  | Gay or lesbian |  | Heterosexual/straight |  |
|  |  |  |
| Other  |  | Prefer not to say |  |  |  |
|  |  |  |

**What is your Religion/Belief?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No religion/belief |  | Buddhist |  | Christian |  |
|  |  |  |
| Hindu |  | Jewish |  | Muslim |  |
|  |  |  |
| Sikh |  | Any other religion/belief |  | Prefer not to say |  |
|  |  |  |

**Declaration**

I declare that the information contained in this diversity monitoring form is complete and correct. I confirm that I have read the Privacy Notice and consent to the processing of my data as set out in this notice.

|  |  |  |  |
| --- | --- | --- | --- |
| **Signature** |  | **Date** |  |
| **Print name** |  |