The Hallé takes equality, diversity and inclusion very seriously and welcomes applications from everyone. But simply having a diverse workforce is not enough. We want to build an inclusive environment, where everyone can develop to their full potential. We celebrate our differences, and recognise the importance of teams reflecting the activities and communities they serve. Please help us to ensure the effectiveness of our Equal Opportunities Policy by completing this form and enclosing it, unattached, with your application.

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| WHILST, FOR THE REASONS SET OUT BELOW, WE SHOULD LIKE YOU TO COMPLETE THIS FORM, IT IS NOT A REQUIREMENT AND WILL NOT INFLUENCE US IN REVIEWING YOUR APPLICATION. |
| **Policy**The Hallé is committed to the principle of equal opportunities in employment. The aim of this policy is to ensure that all employees are recruited, trained and promoted according to their ability to fulfil the requirements of their post. There will be no discrimination on the grounds of, for example, race, colour, creed, ethnic, or national origins, nationality, disability, age, sex, sexual orientation, marital status or family responsibility in any matter relating to employment.**Monitoring**The Hallé has adopted the recommendations in the Code of Practice published by the Equal Opportunities Commission and the Commission for Racial Equality that employers should regularly monitor the effects of selection decisions to assess whether equality of opportunity is being achieved. For this purpose you are asked to complete the form below. The information will be treated as strictly confidential and used, in an anonymous way, for statistical purposes only. It will be kept separate from your application **and will not be seen by the selection panel.** |
| Post applied for |  |
| Please state how you found out about this job? |  |
| AGE |
| 0-19 [ ]  20-34 [ ]  35-49 [ ]  50-64 [ ]  65-74 [ ]  75+ [ ] Prefer not to say [ ]  |
| GENDER |
| Female (including male to female trans women) [ ]  Male (including female to male trans men) [ ] Non-binary (e.g. androgyne) [ ] Prefer not to say [ ]  |
| Is the gender you identify with the same as your gender registered at birth? | Yes [ ] No [ ] Prefer not to say [ ]  |
| SEXUAL ORIENTATION |
| Bisexual [ ]  Gay woman / lesbian [ ]  Gay man [ ]  Queer [ ]  Heterosexual / straight [ ] Prefer not to say [ ] If other, please specify here: |
| RELIGION OR BELIEF |
| What is your religion or belief? | No religion or belief [ ]  Buddhist [ ]  Christian [ ] Hindu [ ]  Jewish [ ]  Muslim [ ]  Sikh [ ] Prefer not to say [ ] If other, please specify here: |
| Ethnicity |
| Please choose the ethnic category that best represents you. As you make your decision, please think about what ethnic group means to you, that is, how you see yourself. Your ethnic category is a mixture of culture, religion, skin colour, language and the origins of yourself and your family. It is not the same as nationality. |
| White | British [ ]  Irish [ ]  Gypsy or Irish Traveller [ ] Any other white background [ ]  |
| Dual Heritage | White and Black Caribbean [ ]  White and Black African [ ] White and Asian [ ] Any other Dual Heritage background [ ]  |
| Asian / Asian British | Indian [ ]  Pakistani [ ]  Bangladeshi [ ]  Chinese [ ]  Any other Asian background [ ]  |
| Black / Black British | British [ ]  African [ ]  Caribbean [ ] Any other Black background [ ]  |
| Other | Arab [ ]  Latin American [ ] Any other ethnic background [ ]  Please specify: |
| Prefer not to say | Not known or prefer not to say [ ]  |
| DISABILITY |
| Do you consider yourself to have a disability? | Non-disabled [ ]  Visual Impairment [ ]  Hearing impairment / Deaf [ ]  Physical disabilities [ ]  Cognitive or learning difficulties [ ]  Mental health condition [ ]  Other long term / chronic conditions [ ] Not known or prefer not to say [ ]  |
| NEURODIVERSITY |
| Have you been diagnosed with a neurodivergent condition (Autism, Dyslexia, Dyspraxia, Dyscalculia, ADHD, etc.)? | Yes [ ] No [ ] Prefer not to say [ ]  |
| Dependants  |
| Do you have dependants? Dependants might include children, the elderly, or other people who rely on you for care. | Yes [ ] No [ ] Prefer not to say [ ]  |