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| Application Ref NoMAC/Tech/22/ |

The MAC is committed to ensuring that all persons have equality of opportunity for employment and advancement in the organisation. To ensure the effective implementation of the Equal Opportunities Policy all applicants are requested to complete the following questionnaire. The data, once collated, presents the MAC with an understanding of diversity and representation as well as who is applying for opportunities with us and who is not. With this information, the MAC is then better able to identify barriers to inclusion and subsequently create more equitable opportunities.

It is not compulsory to answer the monitoring questions, but a completed form will help us with reporting to the equality Commission for NI and our funders.

This questionnaire will be removed from your application form and will be strictly controlled in accordance with the Code of Practice on Monitoring supplied by the Equality Commission for Northern Ireland, answers and all forms will be held securely and in strict confidence.

**Your answers will not be seen by either the shortlisting or interview panels and will not be used in any way to make decisions relating to** **recruitment and selection.**

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| **Religious affiliation and/or community background**  |

The MAC is required by The Fair Employment and Treatment (NI) Order 1998 to monitor the perceived religious affiliation and/or community background of its employees and applicants. Regardless of whether we practice religion, many of us in Northern Ireland are seen as either Roman Catholic or Protestant, we therefore ask you to let us know your community background. In accordance with the Monitoring Regulations 1999, we are asking you to indicate the community to which you belong by writing X the appropriate box below:

|  |  |
| --- | --- |
| I am a member of the Protestant community |  |
| I am a member of the Roman Catholic community  |  |
| I I am a member of neither the Protestant nor the Roman Catholic community |  |

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| **Employee Status**  |

Indicate your position within the MAC that you have applied for:

|  |  |
| --- | --- |
| Director |  |
| Manager |  |
| Employee |  |
| Volunteer |  |

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| **Personal Details** |

Indicate your current age:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Under 14 |  | 30-39 |  | 60-75 |  |
| 14-17 |  | 40-49 |  | 75+ |  |
| 18-29 |  | 50-59 |  | Prefer not to say |  |

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| **Gender & Sexual Orientation** |

Indicate your gender identity:

|  |  |
| --- | --- |
| Female/woman |  |
| Male/man |  |
| Non-binary |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| If none of the above, please indicate your preferred term |  |

Indicate your sexual orientation:

|  |  |  |  |
| --- | --- | --- | --- |
| Heterosexual |  | Asexual |  |
| Bisexual/pansexual |  | Prefer not to say |  |
| Homosexual |  |  |  |

|  |  |
| --- | --- |
| If none of the above, please indicate your preferred term |  |

Is your gender identity different to the sex you were assumed to be at birth:

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

|  |
| --- |
| **Racial Group or Ethnicity** |

|  |  |
| --- | --- |
| How would you describe your national identity |  |
| How would you describe your ethnicity or racial identity |  |
| Prefer not to say |  |

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| **Disability** |

A person has a disability if they have **"a physical or mental impairment which has a substantial and long-term adverse effect on his/her/their ability to carry out normal day-to-day activities"** (Disability Discrimination Act 1995). Please use and X to mark the box.

Do you consider yourself to be/to have a:

|  |  |  |  |
| --- | --- | --- | --- |
| Non-disabled |  | Cognitive or learning disabilities |  |
| Hearing impairment |  | Other long term or chronic illness |  |
| D/deaf |  | Mental health condition or difficulty |  |
| Physical disabilities |  | Other long term/chronic condition |  |
| Reduced physical capacity |  | Other, please specify |  |
| Speech impairment |  | Prefer not to say |  |

|  |  |
| --- | --- |
| Please specify |  |

If you are non-disabled, have you ever had a disability:

|  |  |  |  |
| --- | --- | --- | --- |
| Yes |  | No |  |

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| **Caring Responsibilities** |

Indicate your caring responsibility with an X:

|  |  |  |  |
| --- | --- | --- | --- |
| None |  | Primary carer of disabled adult |  |
| Primary carer of a child/children (under 8) |  | Primary carer of older person |  |
| Primary carer of a child/children (8-18) |  | Secondary carer (other person carries out main caring role) |  |
| Primary carer of disabled child/children |  | Prefer not to say |  |

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| **Socio Economic Background** |

What type of school did you attend between the ages of 11-16:

|  |  |
| --- | --- |
| Selective State School (ie. Grammar School) |  |
| State School |  |
| Fee paying school |  |
| Attended school outside UK |  |
| Prefer not to say |  |

What is the highest form of education achieved by either of your parents or guardians by the time you were 18:

|  |  |
| --- | --- |
| Degree level or equivalent |  |
| Qualifications below degree level (incl. GCSE, A/O Level) |  |
| No Qualifications |  |
| I don’t know |  |
| Prefer not to say |  |

What was the occupation of your main household earner when you were aged 14:

|  |  |
| --- | --- |
| Modern professional occupation (teacher, nurse, physio, musician, police officer (sergeant or above software designer) |  |
| Clerical & intermediate occupation (secretary, personal assistant, call centre agent, nursery nurse) |  |
| Senior manager or administrators (usually responsible for planning, organising and co-ordinating work and finance, such as finance manage, CEO, director) |  |
| Technical and craft occupations (plumber, printer, electrician, gardener, bus driver) |  |
| Semi routine manual and service occupations (postal worker, machine worker, security guard, caretaker, farm worker) |  |
| Routine manual and service occupation (HGV driver, cleaner, labourer, waiting staff) |  |
| Middle/Junior manager (office, retail, bank, warehouse, restaurant manager) |  |
| Traditional professional occupation (accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer) |  |
| Long term unemployed |  |
| Retired |  |
| This question does not apply to me |  |
| I don’t know |  |
| Prefer not to say |  |

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| **Criminal Convictions** |

Do you have an unspent criminal conviction? Yes No

**(If yes, please give brief details)**

**Please note:** If the post for which you have applied is exempt from the provisions of the Rehabilitation of Offenders Act, you will be required to complete a separate form.

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| **Additional information** |

To monitor the effectiveness of our advertising, please indicate where you saw this position advertised:

|  |  |
| --- | --- |
| The MAC Website/e-newsletter |  |
| Arts Council NI website/e-newsletter |  |
| Community Arts Partnership (CAP) |  |
| NICVA |  |
| NI Job Finder/NI Jobs |  |
| Theatre NI |  |
| Theatre Forum |  |
| Other, please specify |  |