Equality Monitoring

The Institute of Contemporary Arts (ICA) is committed to up-holding the Equality Act 2010 and encouraging equality and diversity within our workforce and all opportunities provided by the ICA.

We encourage applications from all backgrounds, communities and industries, and we are committed to having a team that is made up of diverse skills, experiences and abilities. Whilst some of our offices have barriers to access, we are taking steps to resolve these, and in the meantime continue to encourage interest from applicants who require reasonable adjustments within the workplace.

Please complete our equal opportunities form when applying for this post. Please note that this form is voluntary and not filling it out will not affect your application. This form is used to enhance the diversity of our workforce and accessibility.

Applications are shortlisted anonymously and your equal opportunities data will only be used to help ensure our shortlist is diverse representation of the best applications received. After the shortlisting, your equal opportunities form is separated from the rest of the documents you submit and the data is retained without any personally identifying information. Your equal opportunities form is subsequently deleted.

1. What is your age?

[ ]  0–19

[ ]  20–34

[ ]  35–49

[ ]  50–64

[ ]  65+

[ ]  Prefer not to say

2. Which race/ethnicity best describes you? (Please choose only one)

[ ]  British

[ ]  Irish

[ ]  Gypsy or Irish Traveller

[ ]  Any other White background

[ ]  White and Black Caribbean

[ ]  White and Black African

[ ]  White and Asian

[ ]  Any other Mixed background

[ ]  Indian

[ ]  Pakistani

[ ]  Bangladeshi

[ ]  Chinese

[ ]  Any other Asian background

[ ]  African

[ ]  Caribbean

[ ]  Any other Black background

[ ]  Arab

[ ]  Any other ethnic group (please specify):

[ ]  Prefer not to say

3. What sexual orientation best describes you? (Please choose one)

[ ]  Bisexual

[ ]  Gay Man

[ ]  Gay Woman

[ ]  Heterosexual/Straight

[ ]  Prefer not to say

4. What gender best describes you?

[ ]  Male (including female to male trans men)

[ ]  Female (including male to female trans women)

[ ]  Non-Binary (for example, androgyne)

[ ]  Prefer not to say

5. Do you consider yourself to have a long term disability or impairment?

[ ]  Yes

[ ]  No

[ ]  Prefer not to say

6. Do you consider your gender identity to be different to the sex you were assumed to be at birth?

[ ]  Yes

[ ]  No

[ ]  Prefer not to say

7. How did you hear about this vacancy?

[ ]  ICA Website

[ ]  Facebook

[ ]  Twitter

[ ]  LinkedIn

[ ]  Arts Jobs

[ ]  Word of mouth

[ ]  Internal Applicant

[ ]  Other (please specify):