

Company Diversity and Inclusivity

Northern Film +Media is dedicated to equality and diversity through all of our initiatives, schemes, training courses, events and employment opportunities in line with the [Equality Act 2010](#). Our aim is to provide an inclusive culture for all our applicants, clients and staff creating a workforce that reflects the diversity of the UK and encouraging diversity and inclusivity in the screen industries. We do this by respecting and valuing individual differences and not treating our clients, applicants or staff differently on the basis of race, ethnicity, ethnic origin, gender, nationality, age, religion, disability, sexual orientation, education, experience, opinion, belief or any other factor. We are opposed to all forms of unlawful and unfair discrimination."

You can help us by completing this form. This information will be treated confidentially. It will only be seen by our support team, and it will never be used against you. On the contrary, it's to help us make sure we're as inclusive as possible. If you ever change your mind, and want something taken off your record, you can ask us at any time by email, info@northernmedia.org.

It is difficult for NFM to improve diversity and inclusivity when we can't collect relevant data but if you prefer not to say, you can select that option when completing your form.

All of the information we collect is processed in accordance with General Data Protection Regulations (GDPR) and any other applicable data protection legislation in the UK. No third parties will be given access to the personal information provided unless we are required by law to do so.

The information provided here is not part of the application form and will not be used to select applicants. All applicants are judged only on their abilities in relation to the post for which they are applying.

For more information explaining how we use your data please see the [privacy policy](#), [cookies policy](#) and [website terms and conditions](#)."

For sole traders:

Please complete the following information for yourself as an individual with a number '1'.

For Organisations only:

The following information should be self-assessed. Please give your colleagues the opportunity to select the description which best applies. It is suggested that this form is photocopied and circulated, and the results collated into single numbers for each section.

Age

Of the people working on your project, including you, how many are?

18 - 24 years	
25 - 34 years	
35 - 44 years	

45 - 54 years	
55 - 64 years	
65 + years	
Prefer not to say	

Disability

The Equality Act 2010 defines disability as ‘a physical or mental impairment which has a substantial & long term effect on a person’s ability to carry out normal day to day activities’.

Of the people working on your project, including you how many consider themselves to have a disability, impairment, learning difference or long-term condition?

No declared disability	
Yes	
If yes please describe:	
Two or more impairments and/or long-term conditions	
A specific learning difference such as dyslexia, dyspraxia or AD(H)D	
General learning disability (such as Down's syndrome)	
A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	
A mental health condition, such as depression, schizophrenia or anxiety disorder	
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	
Deaf or serious hearing impairment	
Blind or a serious visual impairment uncorrected by glasses	
A disability, impairment, learning difference or long-term condition that is not listed above	
Prefer not to say	
Prefer to self-describe (please specify below)	

Ethnicity

Of the people working on your project, including you, how many are?

Asian/Asian British	Bangladeshi	
	Chinese	
	Indian	
	Pakistani	
	Prefer not to say	
	Any Other Asian Background please specify below	
Black/African/Caribbean/Black British	African	
	Caribbean	
	Prefer not to say	
	Any Other Black/African/Caribbean Background please specify below	
Mixed/Multiple ethnic groups	White and Asian	
	White and Black African	
	White and Black Caribbean	
	Prefer not to say	
	Any Other Mixed Background please specify below	
White	British	
	Gypsy or Irish Traveller	
	English	
	Irish	
	Northern Irish	
	Scottish	
	Welsh	
	Prefer not to say	
	Any Other White Background please specify below	
Other Ethnic Group	Arab	
	Prefer not to say	
	Any ethnic group please specify below	

Gender Identity

Of the people working on your project, including you, how many are?

Female	
Male	
Intersex	
Non Binary	
Transgender	
Prefer not to say	
Prefer to self-describe (please specify below)	

Sexual Orientation

Of the people working on your project, including you, how many are?

Bi/Bisexual	
Gay Man	
Gay woman/Lesbian	
Heterosexual/Straight	
Prefer not to say	
Prefer to self-describe (please specify below)	

Religion

Of the people working on your project, including you, how many are?

Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
Non-religious (atheist, humanist, etc)	
Sikh	
Prefer not to say	
Prefer to self-describe (please specify below)	

Socio-economic background

What type of school did you mainly attend between the ages of 11 and 16?

Independent or fee-paying school - bursary	
Independent or fee-paying school - bursary	
Independent or fee-paying school - no bursary	

State-run or state-funded school - non-selective	
State-run or state-funded school -selective on academic, faith or other grounds	
State-run or state-funded school - non-selective	
Don't know	
Prefer not to say	
If other, please specify here:	

Please think about the parent or other care-giver who was the highest income earner in your house when you were around 14 years old. What kind of work did they do? If this question does not apply to you (because for example, you were in care at this time), you can indicate this below.

Clerical and intermediate occupations e.g. secretary, personal assistant, 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	
Routine manual and service occupations e.g. van driver, cleaner, porter, waiter/waitress, bar staff	
Semi-routine manual and service occupations e.g. postal worker, security guard, machine worker, receptionist, sales assistant	
Senior managers and administrators e.g. finance manager, chief executive	
Technical and craft occupations e.g. fitter, plumber, printer, electrician	
Traditional professional occupations e.g. accountant, solicitor, scientist, medical practitioner	
Long-term unemployment e.g. claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year	
This question does not apply to me	
Prefer not to say	