# Equality and Diversity Monitoring Form

**Private & Confidential**

We are an equal opportunities employer and are committed to treating all job applications on their merits. No applicant will be treated less favourably than another on the grounds of sex, gender reassignment, marital/civil partnership or parental status, race, ethnic or national origin, colour, disability, sexual orientation, religion or age. Ability to perform the job is our primary consideration. We would therefore be most grateful if you would be willing to share this information with us and your decision to do so is entirely voluntary.

We will use the information collected from this form for statistical and monitoring purposes only so that we can ensure that our equal opportunities policy is applied. Any statistical reports produced will be anonymised and produced in such a way that that individuals cannot be identified. We will record this personal information in our recruitment files. Only authorised individuals will access these files and will treat it with the strictest confidentiality.

**This part of the form will be separated from your application form when we receive it and will not be used as part of the selection process, or seen by the person undertaking the shortlisting.**

**Position Applied for:**

Please tick the relevant boxes.

**Gender** Male  Female  Intersex  Non-binary  Prefer not to say 

If you prefer to use your own gender identity, please write in:

Is the gender you identify with the same as your gender registered at birth?

Yes ☐    No ☐  Prefer not to say ☐

**Are you married or in a civil partnership?** Yes  No  Prefer not to say 

**Age** 16-24 25-29  30-34  35-39 40-44  45-49  50-54 55-59  60-64  65+  Prefer not to say 

**What is your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

***White***

English  Welsh  Scottish  Northern Irish  Irish 

British  Gypsy or Irish Traveller  Prefer not to say 

Any other white background, please write in here……………………………………………….

***Mixed/multiple ethnic groups***

White and Black Caribbean  White and Black African  White and Asian 

Prefer not to say  Any other mixed background, please write in here……………………...

***Asian/Asian British***

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say 

Any other Asian background, please write in here……………………………………………….

***Black/ African/ Caribbean/ Black British***

African  Caribbean  Prefer not to say 

Any other Black/African/Caribbean background, please write in here………………………….

***Other ethnic group***

Arab  Prefer not to say  Any other ethnic group, please write in here…………….

**Do you consider yourself to have a disability or health condition?**

Yes No  Prefer not to say 

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:

*The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please provide details on the Application Form.*

**What is your sexual orientation?**

Heterosexual  Gay  Lesbian  Bisexual 

Prefer not to say 

If you prefer to use your own term, please specify here…………………………………………

**What is your religion or belief?**

No religion or belief  Buddhist  Christian  Hindu  Jewish 

Muslim  Sikh  Prefer not to say 

If other religion or belief, please write in here…………………………………………………….

**Do you have caring responsibilities? If yes, please tick all that apply**

None  Primary carer of a child/children (under 18) 

Primary carer of disabled child/children 

Primary carer of disabled adult (18 and over)  Primary carer of older person 

Secondary carer (another person carries out the main caring role) 

Prefer not to say 