**CONFIDENTIAL**

**Equal Opportunities Monitoring Form**

We strive to be an inclusive and welcoming organisation for staff, volunteers, young people and our partners. This means we do not discriminate on the grounds of ***age, race, sexual orientation, transgender identity, sex, disability, marriage and civil partnership, religion or belief, pregnancy or maternity***; and are an equal opportunities employer.

We ask candidates to complete and return this ‘Equal Opportunities Monitoring Form’. The data gathered will help us to monitor the effectiveness of our equal opportunities policies and procedures. Data will be held confidentially and will be processed separately from your application.

If sending this document via mail you should return this form in a separate envelope from your employment application form.

**This information will have no impact on the final recruitment decision.**

|  |  |
| --- | --- |
| Position Applied For |  |

In each section listed below, please choose one option by marking ‘X’ in the appropriate box.

**Age**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 16-24 |  | 25 -29 |  | 30-34 |  | 35-39 |  |
| 40-44 |  | 45-49 |  | 50-54 |  | 55-59 |  |
| 60+ |  | Prefer not to say | | |  | | |

**Disability**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| The Equality Act 2010 defines a disability as a physical or mental impairment that has a substantial and long-term adverse effect on an individual’s ability to carry out normal day-to-day activities.  Do you consider that you have a disability? | | | | | |
| Yes |  | No |  | Prefer not to say |  |

**Gender**

|  |  |  |  |
| --- | --- | --- | --- |
| Male |  | Female |  |
| Non-binary |  | Prefer not to say |  |
| Other Gender (please specify) | | | |

**Trans/ Transgender Status**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Trans is an umbrella term to describe people whose gender is not the same as the sex they were assigned at birth.  Do you consider yourself to be a trans person? | | | | | |
| Yes |  | No |  | Prefer not to say |  |

**Marital or Civil Partnership Status**

|  |  |  |  |
| --- | --- | --- | --- |
| Married |  | In a Civil Partnership |  |
| Not married / in a civil partnership |  | Separated |  |
| Divorced |  | Widowed |  |
| Prefer not to say | | |  |

**Ethnic Group**

|  |  |  |  |
| --- | --- | --- | --- |
| **Asian / Asian British** | | **Black / Black British** | |
| Bangladeshi |  | African |  |
| Chinese |  | Caribbean |  |
| Indian |  | Prefer not to say |  |
| Pakistani |  |  |  |
| Other Asian background (please specify) |  | Other Black background (please specify) |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Mixed Ethnic Group** | | **White** | |
| White and Asian |  | British |  |
| White and Black African |  | Irish |  |
| White and Black Caribbean |  | Scottish |  |
| Other Mixed background (please specify) |  | Northern Irish |  |
|  |  | Welsh |  |
|  |  | English |  |
|  |  | Other White Ethnic Group |  |

|  |  |
| --- | --- |
| Prefer not to say |  |
| Other Ethnic Group (please specify) | |

**Sexual Orientation**

|  |  |  |  |
| --- | --- | --- | --- |
| Heterosexual/ Straight |  | Lesbian/ Gay |  |
| Bi/ Bisexual |  | Prefer not to say |  |
| Other Sexual Orientation (please specify) | | | |

**Religion or Belief**

|  |  |  |  |
| --- | --- | --- | --- |
| Buddhist |  | Christian |  |
| Hindu |  | Jewish |  |
| Muslim |  | No religion |  |
| Sikh |  | Prefer not to say |  |
| Other Religion or Belief (please specify) | | | |

**Do you have caring responsibilities?**

|  |  |  |  |
| --- | --- | --- | --- |
| None |  | Primary carer of a child/children (under 18) |  |
| Primary carer of a disabled child/children |  | Primary carer of an older person |  |
| Secondary carer (another person carries out the main caring role) |  | Prefer not to say |  |
| Other Caring Responsibilities (please specify) | | | |

|  |  |
| --- | --- |
| Date |  |

**Please do not sign this form.**