**Equality Monitoring Form**

We are committed to Equality of Opportunity in our recruitment process and to monitor how well we are doing we need to collect monitoring data. This monitoring form is voluntary but the information we collect helps us to make sure we are an inclusive employer. The information supplied on this form is confidential and does not form part of the shortlisting process. It will only be used to provide an overall profile analysis of our job applicants.

**Ethnic Background**

These categories are based on the Census 2011 categories, and are listed alphabetically.

## Disability

The Equality Act 2010 protects disabled people. The Act defines a person as disabled if they have a physical or mental impairment, which has a substantial and long term (i.e. has lasted or is expected to last at least 12 months) adverse effect on the person’s ability to carry out normal day-to-day activities.

For example:

* **Physical impairment**, such as difficulty using your arms or mobility issues which means using a wheelchair or crutches
* **Sensory impairment**, such as being blind / having a serious visual impairment or being deaf / having a serious hearing impairment.
* **Mental health condition**, such as depression or schizophrenia.
* **Learning disability**, (such as Down’s syndrome or dyslexia) or cognitive impairment (such as autism or head-injury).
* **Long-standing illness** or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy.
* **Other**, such as disfigurement

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnic Background** | **(Please tick 🗸 below)** | **Religion/Belief** | **(Please tick 🗸 below)** |
| Asian – Bangladeshi |  | Agnostic |  |
| Asian – British |  | Atheist |  |
| Asian – Indian |  | Baha’i |  |
| Asian – Pakistani |  | Buddhist |  |
| Asian – Other |  | Christian |  |
| Black – African |  | Hindu |  |
| Black – British |  | Humanist |  |
| Black – Caribbean |  | Jain |  |
| Black – Other |  | Jewish |  |
| Chinese |  | Muslim |  |
| Latin American |  | Rastafarian |  |
| Middle Eastern |  | Sikh |  |
| White – British |  | Zoroastrian |  |
| White – Irish |  | None |  |
| White – European |  | Other |  |
| White – Other |  | Prefer not to say |  |
| Mixed Ethnicity |  |  |  |
| Prefer not to say |  |  |  |
| **Do you consider yourself to have a disability?** | **(Please tick 🗸 below)** |  |  |
| Yes |  |  |  |
| No |  |  |  |
| Prefer not to say |  |  |  |
| **If yes:** | **(Please tick 🗸 below)** | **Age Group** | **(Please tick 🗸 below)** |
| Blind or Visual Impairment |  | Under 16 |  |
| Deaf or Hearing Impairment |  | 16-17 |  |
| Learning Difficulty |  | 18-24 |  |
| Mental health |  | 25-34 |  |
| Mobility |  | 35-44 |  |
| Other disability |  | 45-54 |  |
| Prefer not to say |  | 55-64 |  |
|  |  | 65+ |  |
|  |  | Prefer not to say |  |
| **Gender** | **(Please tick 🗸 below)** | **Sexual Orientation** | **(Please tick 🗸 below)** |
| Female |  | Bisexual |  |
| Male |  | Gay Man |  |
| Other |  | Heterosexual |  |
| Prefer not to say |  | Lesbian |  |
|  |  | Other |  |
|  |  | Prefer not to say |  |
| **Gender Identity** | **(Please tick 🗸 below)** | **Other Categories** |  |
| Is your gender identity the same as the gender you were assigned at birth? | **Yes**  **No** | Marital Status |  |
| Prefer not to say |  |
|  |  |
| Prefer not to say |  | Prefer not to say |  |

**Date:**