

Equal Opportunities Monitoring Form

We are committed to equal opportunities in our recruitment process and in order to find out how well we are doing with this we need to collect monitoring data. This monitoring form is voluntary but the information we collect here is very useful to us as it helps us to make sure that we are attracting diverse applicants. We collect this data again on recruitment to find whether we are an inclusive employer. The information you supply on this form on each occasion is anonymous and will be kept confidentially. Forms submitted on application are not sent to the recruiting panel and have no part in the shortlisting process.

We use this information to assess our reach with groups of people who share the various characteristics below, and this information allows us to identify any underrepresented groups and take steps to address this underrepresentation. We then use the data to compare the diversity of our applicants to those who are recruited, and this information is discussed at Senior Management level as part of our ongoing efforts to identify and address any issues in our recruitment processes.

**How did you find out about this post?**

[ ]  Online publication/job-board (please state):

[ ]  Agency (please state):

[ ]  Age UK networks (please state):

[ ]  Social media (please state):

[ ]  Other (please state):

**Your ethnic origin**

These categories are based on the Census 2021 categories and recommended by the Commission for Racial Equality.

|  |  |
| --- | --- |
| **Asian or Asian British** [ ]  Bangladeshi [ ]  Chinese[ ]  Indian [ ]  Pakistani [ ]  Other Asian background (specify if you wish):  | **White**  [ ]  English [ ]  Gypsy or Irish Traveller [ ]  Irish[ ]  Northern Irish [ ]  Roma [ ]  Scottish[ ]  Welsh [ ]  Other White background (specify if you wish):  |
| **Black or Black British**[ ]  African [ ]  Caribbean [ ]  Other Black background (specify if you wish):  | **Mixed** [ ]  White and Asian [ ]  White and Black African [ ]  White and Black Caribbean [ ]  Other mixed background (specify if you wish):  |
| **Other ethnic group**[ ]  Arab[ ]  Other ethnic group (specify if you wish):  | **Prefer not to say** [ ]  |

**Your gender**

[ ]  Male [ ]  Female [ ]  Non-binary [ ]  Other (specify if you wish):

[ ]  Prefer not to say

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

[ ] Yes [ ] No [ ] Prefer not to say

Your age

[ ]  16 - 24 [ ]  25 - 34 [ ]  35 - 44 [ ]  45 - 54 [ ]  55 - 64 [ ]  65+

[ ]  Prefer not to say

**Your sexual orientation**

[ ]  Asexual

[ ]  Bisexual

[ ]  Gay man

[ ]  Gay woman/lesbian

[ ]  Heterosexual/straight

[ ]  Other (specify if you wish):

[ ]  Prefer not to say

Your religion or belief

|  |  |
| --- | --- |
| [ ]  No religion [ ]  Buddhist [ ]  Christian (including Church of England, Catholic, Protestant and all other Christian denominations) [ ]  Hindu  | [ ]  Jewish [ ]  Muslim [ ]  Sikh [ ]  Other (specify if you wish): [ ]  Prefer not to say |

Disability

The Equality Act 2010 defines a disabled person as someone who has a physical or mental impairment which has a substantial and long-term adverse affect on their ability to carry out normal day-to-day activities.

Do you consider yourself to be disabled?

[ ]  Yes.

Please specify if you wish:

[ ]  No

[ ]  Prefer not to say

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

[ ]  None

[ ]  Primary carer of a child/children (under 18)

[ ]  Primary carer of a disabled child/children

[ ]  Primary carer of a disabled adult (18 and over)

[ ]  Primary carer of an older person

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

[ ]  Prefer not to say