# Equality and Diversity Monitoring Form

We are an equal opportunity employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

To ensure that this policy is fully and fairly implemented and monitored, and for no other reason, would you please provide the following information:

GENDER: Male ❑ SEXUAL ORIENTIATION: Bisexual ❑

Female ❑ Gay ❑

Unspecified ❑ Heterosexual/Straight ❑

Prefer not to say ❑

**MARITAL STATUS:** Co-Habiting❑ **RELIGION:** Buddhist❑

Divorced/Separated❑ Christian❑

Married/Civil Partnership❑ Hindu❑

Single❑ Jewish❑

Widowed❑ Muslim❑

Prefer not to say❑ Sikh❑

None❑

Prefer not to say ❑

Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**AGE:** 16 – 24 ❑ 25 – 29 ❑ 30 – 34 ❑ 35 – 39 ❑ 40 – 44 ❑ 45 - 49 ❑

50 - 54 ❑ 55 - 59 ❑ 60 - 65 ❑ 65+ ❑ Prefer not to say❑

**ETHNIC ORIGIN: (***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)*

Black African ❑ Any other mixed background ❑ Any other white background ❑

Any other background ❑ Any other ethnic group ❑ Bangladeshi ❑

Black Caribbean ❑ Chinese ❑ Indian ❑ Irish ❑

Pakistani ❑ White British ❑ White & Asian ❑ White & Black African ❑

White & Black Caribbean ❑ Prefer not to say ❑ Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**DISABILITY:** Disabled ❑ Not Disabled ❑ Prefer not to say ❑

**Do you have a health condition?** Yes ❑ No ❑ Prefer not to say ❑

What is the effect/impact of your disability/health condition on your ability to give your best at work?

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You will be considered as having a disability for discrimination purposes if you fit the definition as given in the Equality Act 2010. In the Act, a disability is a ‘physical or mental impairment which has a substantial and long term adverse effect on a person’s ability to carry out normal day to day activities.’ For these purposes, ‘long term’ is taken to mean the condition is likely to last longer than 12 months or likely to recur.

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your Manager, or the Manager running the recruitment process if you are a job applicant.

**Data Protection Statement**

CPRE uses this information to review compliance with its policies on equal opportunity. We will use this data to inform our statistics on the representation of the categories of individual as shown above. We will treat all personal information in line with current data protection legislation and our data protection policy. For more information on how we use the information you have provided, please refer to \_\_\_\_\_\_\_\_.

In order for us to process this information and to comply with data protection legislation, we require your consent. You are not required to give your consent; you acknowledge that any consent given is freely given. Any job application is not dependent on your giving consent to our processing of this data. Including your signature below will signify your consent to our processing of this information. Once you have given consent, you may withdraw it at any time by contacting \_\_\_\_\_\_\_\_\_\_\_\_\_\_.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Dated: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_