**DIVERSITY & EQUALITY MONITORING FORM**

**On receipt, this section will be detached from the main body of the application form and will**

**not form any part of the selection process. Thank you for completing this form.**

Culture Weston is committed to ensuring equal opportunities as an employer and we want to attract applications and work with individuals from the most diverse pool of applicants. We aim to take positive steps to ensure that all persons are selected for jobs solely on their suitability. The information that you give us on this form will be treated confidentially and stored on our Human Resources database in an anonymised form. The form itself will not be retained and will be destroyed. The information will be used only to help us monitor the diversity of the applications we receive/staff we engage and to enable us to continue to develop our policies and procedures regarding equality and diversity issues. The personal information you supply below will NOT be made available to anyone in any form other than anonymised unless we expressly ask your permission. Submission of this form indicates your explicit consent that your data may be processed in accordance with the provisions of the General Data Protection Regulation 2018 and the Culture Weston’s Data Protection Policy.

Position applied for:……………………………………...Date of Birth:…………………………..

**Ethnicity Monitoring**

Please tick (✔) highlight or underline the appropriate category to indicate your cultural background. The classifications are those recommended by the Commission for Racial Equality.

Note: Ethnic origin questions are not necessarily about nationality, place of birth or citizenship; they are about colour, culture and ethnic groups and citizens of any country may belong to any of the groups indicated.

|  |  |  |
| --- | --- | --- |
| Asian or Asian British | Bangladeshi | □ |
|  | Indian | □ |
|  | Pakistani | □ |
|  | Chinese | □ |
|  | Japanese | □ |
| Any other Asian background | Please describe: | □ |
| Black or Black British | African | □ |
|  | Caribbean | □ |
|  | Any other Black/African/Caribbean background | □ |
| Mixed Black/White background | White & Black Caribbean | □ |
|  | White & Black African | □ |
| Any other mixed multiple ethnic background | Please describe: | □ |
| Other ethnic group: | Arab | □ |
| White | British (English/Welsh/Scottish/N Irish) | □ |
|  | Irish | □ |
|  | Gypsy or Irish Traveller | □ |
| Any other white background | Please describe: | □ |
| Any other ethnic group | Please describe: | □ |
| Not known/prefer not to say |  | □ |

Please tick (✔) highlight or underline the categories that apply below:

**Age Monitoring**

|  |  |  |  |
| --- | --- | --- | --- |
| 19 and under | □ | 50 - 64 | □ |
| 20 - 34 | □ | 65+ | □ |
| 35 - 49 | □ | Prefer not to say | □ |

**Gender Monitoring – How do you identify yourself?**

|  |  |  |  |
| --- | --- | --- | --- |
| Female | □ | Male | □ |
| Prefer not to say | □ | Transgender | □ |
| I prefer to self-describe…………………………………………………………. | | | |

**Sexuality – How do you identify yourself?**

|  |  |  |  |
| --- | --- | --- | --- |
| Heterosexual/straight | □ | Bi-sexual | □ |
| Gay man/homosexual | □ | Gay woman / lesbian | □ |
| Other | □ | Prefer not to say | □ |
| I prefer to self describe………………………………………………………… | | | |

**Religious Belief**

|  |  |  |  |
| --- | --- | --- | --- |
| Christian | □ | Muslim | □ |
| Jewish | □ | Sikh | □ |
| Hindu | □ | Buddhist | □ |
| Spiritual | □ | No religion | □ |
| Prefer not to say | □ |  |  |
| Other religion/belief (please specify) …………………………………………………….. | | | |

**Disability Monitoring**

**Please read the following**: Neither the [Disability Discrimination Act](http://www.worksmart.org.uk/jargonbuster/jargonbuster.php?id=35&eny=379&channel=health) nor the Code of Practice published with it, has a list of physical or mental impairments. Instead, the DDA approaches [disability](http://www.worksmart.org.uk/jargonbuster/jargonbuster.php?id=33&eny=379&channel=health) from the point of view of a condition's impact on your ability to carry out normal day-to-day activities. The Disability Discrimination Act 1995 defines a disability as a physical or mental impairment which has substantial and long term (more than 12 months) adverse effects on a person’s ability to carry out normal day to day activities. Such disability may be invisible to others:

Under this definition, would you say you have a disability? Yes □ No □

If you have answered Yes please tick (✔) highlight or underline the categories that apply:

|  |  |  |  |
| --- | --- | --- | --- |
| Visual Impairment | □ | Hard of Hearing/deaf | □ |
| Physical disabilities | □ | Cognitive or learning disabilities | □ |
| Mental health condition | □ | Other long term condition | □ |
| Not known/prefer not to say | □ |  |  |

**Caring Responsibilities**

A carer is define as someone who, without pay, looks after and provides help and support to a partner, child (17 or under) or relative who could not manage without their help or support. This caring responsibility could be necessary due to age, physical or mental illness, addiction, sickness or disability. We will use this information to inform our flexible working practices.

Under this definition, would you say you have caring responsibilities? Yes □ No □

If you have answered Yes please tick (✔) highlight or underline the categories that apply:

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Childcare Responsibilities (daily drop off/ pick ups etc) | □ | Care for a child with physical or mental impairment/illness | □ | Care for a relative who lives with me | □ | Care for a relative who does not live with me | □ | Care for my partner | □ |

**Other** – please describe:……………………………………………………………………………………..