**Equal Opportunity Monitoring Form**

## Please complete and return this form.

We aim to be an equal opportunities employer, and our policy is that job applicants and employees receive equal treatment regardless of sex, race, disability, sexual orientation, religion or belief, age, marital status or civil partnership, pregnancy/maternity, or gender reassignment, where any of these cannot be shown to be a requirement of the job concerned. Recruitment, selection, and promotion procedures will be monitored to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

To assist us in monitoring the operation of our equal opportunity policy, and for no other reason, please answer the following questions. (Place a ‘X’ in box where appropriate.)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Which best reflects how you would describe your gender identity? | | | | | | | |
| Male |  | Female |  | Other (Please state) |  | Prefer not to say |  |
| In another way | |  | | If you would like to, please say how you describe your gender identity. | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Age group | | | | | | | | | | | |
| Under 25 |  | 25-34 |  | 35-44 |  | 45-54 |  | 55-60 |  | Prefer not to say |  |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Marital Status | | | | | | | | | | | |
| Married  (different sex) |  | Married (same sex) |  | Civil Partner |  | Single |  | Other |  | Prefer not to say |  |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| What is your sexual orientation | | | | | | | | | |
| Bi/bisexual |  | Gay/Lesbian |  | Heterosexual / straight |  | Other |  | Prefer not to say |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Do you have any disability | | | | |
| Yes |  | No |  | This information is used only for monitoring purposes. If you believe you may be disabled and may need any reasonable adjustments to be made in the recruitment and selection process or as part of our employment, please discuss this with the recruitment team. |

|  |  |  |
| --- | --- | --- |
| Ethnic origin  (relates to a sense of identity/belonging on the basis of race/culture, not place of birth or citizenship)  I would describe myself as: | | |
| White | Scottish |  |
| British |  |
| English |  |
| Irish |  |
| Northern Irish |  |
| Welsh |  |
| Other White background |  |
| Mixed | White or Black Caribbean |  |
| White or Black African |  |
| White and Asian |  |
| Other, please specify |  |
| Asian or Asian British | Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Other, please specify |  |
| Black or Black British | Caribbean |  |
| African |  |
| Other Black background (please state) |  |
| Chinese or any other ethnic group | Chinese |  |
| Other please specify |  |
| Other ethnic group | Arab |  |
| Other please specify |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| Religion or belief | |
| No religion or belief |  |
| Buddhist |  |
| Christian |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| Other, please specify |  |
| Prefer not to say |  |

By completing this form, you have helped us better understand how we, as an employer,   
ensure equality of opportunity for all.

Thank you for completing this form.