

**Equality and Diversity Monitoring Form**

Innovate2Educate Partnership wants to meet the aims and commitments set out in its equality, diversity, inclusion and belonging policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

Information collected via recruitment monitoring helps the Trust fulfil this commitment and assists greatly in the development and evaluation of employment policy.

Information you provide will be treated in strict confidence and will not be seen by anyone involved in the selection process.

*Full Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

**Gender**

[ ]  *Man* [ ] *Woman*[ ]  *Intersex* [ ]  *Non-binary*[ ]  *Prefer not to say*

 *If you prefer to use your own term, please specify here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

***Marriage/Civil Partnership Status***

*Are you married or in a civil partnership?*[ ]  *Yes* [ ]  *No*[ ]  *Prefer not to say*

***Age***

[ ]  *16-24* [ ]  *25-29*[ ]  *30-34* [ ]  *35-39*[ ]  *40-44* [ ]  *45-49*[ ]  *50-54* [ ]  *55-59*[ ]  *60-64* [ ]  *65+*[ ]  *Prefer not to say*

***Ethnicity***

*Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please select the appropriate option:*

***White***

[ ]  *English* [ ]  *Welsh*[ ]  *Scottish* [ ] *Northern Irish*[ ]  *Irish* [ ]  *British*[ ]  *Gypsy or Irish Traveller* [ ]  *Prefer not to say
Any other white background, please write in: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

***Mixed/Multiple Ethnic Groups***

[ ]  *White and Black Caribbean* [ ]  *White and Black African*[ ]  *White and Asian* [ ]  *Prefer not to say
Any other mixed background, please write in: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

***Asian/Asian British***

[ ]  *Indian* [ ]  *Pakistani*[ ]  *Bangladeshi* [ ]  *Chinese*[ ]  *Prefer not to say
Any other Asian background, please write in: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

***Black/African/Caribbean/Black British***

☐ *African* ☐ *Caribbean*☐ *Prefer not to say
Any other Black/African/Caribbean background, please write in: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

***Other Ethnic Group***

[ ]  *Arab* [ ]  *Prefer not to say
Any other ethnic group, please write in: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

***Disability or Health Condition***

*Do you consider yourself to have a disability or health condition?*[ ]  *Yes* [ ]  *No*[ ]  *Prefer not to say*

*What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:*

*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.*

***Sexual Orientation***

[ ]  *Heterosexual* [ ] *Gay*[ ]  *Lesbian* [ ] *Bisexual*[ ]  *Prefer not to say
If you prefer to use your own term, please specify here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

***Religion or Belief***

[ ]  *No religion or belief* [ ]  *Buddhist*[ ]  *Christian* [ ]  *Hindu*[ ]  *Jewish* [ ]  *Muslim*[ ]  *Sikh* [ ]  *Prefer not to say
If other religion or belief, please write in: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

***Caring Responsibilities***

*Do you have caring responsibilities? If yes, please select all that apply:*

[ ]  *None* [ ] *Primary carer of a child/children (under 18)*[ ]  *Primary carer of disabled child/children* [ ]  *Primary carer of disabled adult (18 and over)*[ ]  *Primary carer of older person*[ ]  *Secondary carer (another person carries out the main caring role)*[ ]  *Prefer not to say*

**Thank you for taking the time to complete this form**