Equal Opportunities Monitoring Form

Please complete and return this form to Southend Carers.

In accordance with its policy on equal opportunities in employment, Southend Carers will provide equal opportunities to any employee or job applicant and will not discriminate either directly or indirectly because of race, sex, sexual orientation, gender reassignment, religion or belief, marital or civil partnership status, age, disability, or pregnancy and maternity. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality & diversity

In order to assess how successful this policy is we have set up a system of monitoring all job applications. We would therefore be grateful if you would complete the questions on this form. We have asked for your name to enable us to monitor applications at shortlisting and appointment as well as application stage.

Thank you for your assistance.

|  |  |
| --- | --- |
| Full Name: |  |
| Job/Role Title: |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Gender: | Male | Female | Transgender | Non-Binary | Intersex |
| If you prefer to use your own term, please specify here ………………………………… | | | | |

|  |  |
| --- | --- |
| Marital or Civil Status: | Single  Married/in a registered same-sex civil partnership  Separated, but still legally married/in a registered same-sex civil partnership  Divorced/formerly in a same-sex civil partnership which is now legally dissolved  Widowed/Surviving partner from a same-sex civil partnership  Prefer not to say |

How would you describe your 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 most appropriate box

|  |  |  |  |
| --- | --- | --- | --- |
| **White** | | | |
|  | English |  | Welsh |
|  | Scottish |  | Northern Irish |
|  | Irish |  | British |
|  | Gypsy or Irish Traveller |  | Any Other White Background |
|  | Prefer not to say |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Mixed Heritage** | | | |
|  | White and Black Caribbean |  | White and Asian |
|  | White and Black African |  | Any Other Mixed Background |
|  | Prefer not to say |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Black, Black British, Black English, Black Scottish, Black Welsh** | | | |
|  | Caribbean |  | African |
|  | Any Other Black Background |  | Prefer not to say |

|  |  |  |  |
| --- | --- | --- | --- |
| **Asian, Asian British, Asian English, Asian Scottish, Asian Welsh** | | | |
|  | Indian |  | Pakistani |
|  | Bangladeshi |  | Chinese |
|  | Any Other Asian Background |  | Prefer not to say |

|  |  |  |  |
| --- | --- | --- | --- |
| **Any Other Ethnic Background (please give details)** | | | |
|  |  |  | Prefer not to say |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What age group do you belong to?** | | | | | |
|  | 16 - 25 |  | 26 - 35 |  | 36 -45 |
|  | 46 - 55 |  | 56 - 65 |  | Over 65 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| What is your sexual orientation? | Heterosexual | Gay | Lesbian | Bisexual | Prefer not to say |
| If you prefer to use your own term, please specify here ………………………………… | | | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **What is your religion of belief?** | | | |
|  | No religion or belief |  | Buddhist |
|  | Christian |  | Hindu |
|  | Jewish |  | Muslim |
|  | Sikh |  | If Other religion or belief, please write in  …………………………………………………………………… |
|  | Prefer not to say |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Your experience of mental health problems?**  **Would you describe yourself as someone who is experiencing or has experienced mental health issues?** | | | | | |
|  | Yes |  | No |  | Prefer not to say |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Disability details**  Southend Carers believes that people are disabled by the barriers society places in their way and not by their own impairments. We believe that everybody has a role to play in society and we want to benefit from the widest range of talent available. Our recruitment policy aims to reflect these beliefs.  Do you consider yourself to have a disability as defined by the Disability Discrimination Act 1995 (This means a physical or mental impairment, which has substantial and long term adverse impact on your ability to carry out normal day to day activities.)? | | | | | |
|  | Yes |  | No |  | Do not wish to declare. |

**Consent**

Southend Carers [Data Controller] uses this information to review compliance with its policies on equal opportunity in relation to recruitment. 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 (GDPR) and our data protection policy. For more information on how we use the information you have provided, please see our privacy notice for job applicants which is located on our website [www.southendcarers.co.uk/privacy-policy/](http://www.southendcarers.co.uk/privacy-policy/)

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. Your 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 D Fessey – Chief Executive Officer.

**Please return this form along with your application form to** [**admin@southendcarers.co.uk**](mailto:admin@southendcarers.co.uk)