### **🌈 Equal Opportunities Monitoring Form**

Proud2Be is committed to promoting equity, diversity and inclusion in all aspects of our work. To help us monitor and improve the diversity of our recruitment processes, we ask that you complete the following form.

Providing this information is **completely optional** and will be kept **confidential**. It will **not form part of the selection process** and will be separated from your application.

You can select “Prefer not to say” for any question.

#### **1. Age**

 ☐ Under 18
 ☐ 18–24
 ☐ 25–34
 ☐ 35–44
 ☐ 45–54
 ☐ 55–64
 ☐ 65+
 ☐ Prefer not to say

#### **2. Gender**

 ☐ Woman
 ☐ Man
 ☐ Non-binary
 ☐ Another identity (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 ☐ Prefer not to say

Do you consider your gender identity to be the same as the sex you were assigned at birth?
 ☐ Yes
 ☐ No
 ☐ Prefer not to say

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#### **3. Sexual Orientation**

☐ Lesbian
 ☐ Gay
 ☐ Bisexual
 ☐ Asexual
 ☐ Queer
 ☐ Heterosexual / Straight
 ☐ Another identity (please specify):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 ☐ Prefer not to say

#### **4. Ethnicity**

Please select the option that best describes your ethnic group or background.
 *(These categories are based on current UK census guidance.)*

**White** ☐ English, Welsh, Scottish, Northern Irish or British
 ☐ Irish
 ☐ Gypsy or Irish Traveller
 ☐ Any other White background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Mixed / Multiple ethnic groups** ☐ White and Black Caribbean
 ☐ White and Black African
 ☐ White and Asian
 ☐ Any other Mixed background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Asian / Asian British** ☐ Indian
 ☐ Pakistani
 ☐ Bangladeshi
 ☐ Chinese
 ☐ Any other Asian background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Black / African / Caribbean / Black British** ☐ African
 ☐ Caribbean
 ☐ Any other Black background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Other ethnic group** ☐ Arab
 ☐ Any other ethnic group (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 ☐ Prefer not to say

#### **5. Disability**

The Equality Act 2010 defines a disability as a physical or mental impairment that has a substantial and long-term negative effect on your ability to carry out normal daily activities.

Do you consider yourself to have a disability or long-term health condition?
 ☐ Yes
 ☐ No
 ☐ Prefer not to say

If yes, and you would like to share more about your access needs (confidentially), please feel free to do so here:

#### **6. Religion or Belief**

☐ No religion or belief
 ☐ Buddhist
 ☐ Christian
 ☐ Hindu
 ☐ Jewish
 ☐ Muslim
 ☐ Sikh
 ☐ Another religion or belief (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 ☐ Prefer not to say

#### **7. Caring Responsibilities**

Do you have caring responsibilities for any of the following? (Tick all that apply)
 ☐ Primary carer for a child or children
 ☐ Primary carer for a disabled adult
 ☐ Primary carer for an older person
 ☐ Other caring responsibilities (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 ☐ None
 ☐ Prefer not to say