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Equality and Diversity Monitoring

**Why do we ask this information?**

Leeds Mencap is committed to a policy of equality in employment. Procedures designed to avoid the possibility of discrimination at each stage of the recruitment process have been introduced. As part of this exercise, you are asked to complete the following questionnaire. The information gathered will help us to monitor the effectiveness of our Equality Statement and other employment policies.

All personal data supplied on this form which is subsequently stored on a computer is subject to the provisions of the Data Protection Act 1984.

If you do not want to answer any specific questions, please tick **Prefer not to say**

This information will be kept separate from your application form. It will not be seen by those responsible for shortlisting or interviewing applicants.

|  |  |
| --- | --- |
| **Gender**  **Which of the following do you feel most represents you?** | |
| Female |  |
| Male |  |
| Non-binary |  |
| Gender fluid |  |
| Gender non-conforming |  |
| Intersex |  |
| Agender |  |
| Prefer not to say |  |
| If you identify as something not listed or prefer to self-describe, please do so here: | |
| **Gender identity** | |
| Is your gender identity the same as the gender you were assigned at birth? | |
| Yes |  |
| No |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Age** | |
| 16 – 18 |  |
| 19 – 24 |  |
| 25 – 34 |  |
| 35 – 44 |  |
| 45 – 54 |  |
| 55 – 64 |  |
| 65+ |  |
| Prefer not to say |  |
| **Relationship Status** | |
| Married |  |
| Civil partnership |  |
| Co-habiting |  |
| Single |  |
| Separated/Divorced |  |
| Other (please specify): | |
| Prefer not to say |  |
| **Are you pregnant or have you given birth in the last 26 weeks?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |

Which vacancy are you applying for?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |
| --- | --- |
| **Sexual orientation**  **What best describes your sexual orientation?** | |
| Bisexual |  |
| Gay Man |  |
| Gay Women/Lesbian |  |
| Hetrosexual/Straight |  |
| Queer |  |
| Asexual |  |
| Pansexual |  |
| Prefer not to say |  |
| If you identify as something not listed or prefer to self-describe please do so here: | |
| **Do you consider yourself to have a disability?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |
| **Caring responsibilities** | |
| A carer is someone who provides unpad support/care for someone who needs help with their day-to-day life; because they are disabled, have a long-term illness or they are elderly.  **Are you a carer?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |
| **Childcare responsibilities** | |
| Do you have unpaid responsibility for children as a parent / grandparent / guardian, etc? | |
| Children aged 0 – 4 |  |
| Children aged 5 – 10 (primary) |  |
| Children aged 11 – 18 (secondary) |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **What is your ethnic group?**  **(Choose one option that best describes your ethnic group or background)** | |
| **White** | |
| 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/Multiple ethnic background (please specify) | |
| **Asian/Asian British** | |
| Indian |  |
| Pakistan |  |
| Bangladeshi |  |
| Chinese |  |
| Any other Asian background (please specify) | |
| **Black/African/Caribbean/Black UK** | |
| African |  |
| Caribbean |  |
| Any other Black/African/Caribbean background (please specify) | |
| **Other ethnic group** | |
| Arab |  |
| Any other ethnic group (please specify) | |
| Prefer not to say |  |

**Thank You**