**Equality & Diversity**

**Monitoring**

Private and Confidential

We are an equal opportunity organisation. The aim of our policy is to ensure that no job applicant, volunteer, trustee or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

Our recruitment selection criteria and procedures (including the areas or media sources which are used in the recruitment process) are frequently reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities and that no applicant, employee, volunteer or trustee is disadvantaged by provisions, criteria or practices which cannot be shown to be justified.

To ensure that this policy is fully and fairly implemented and monitored, and for no other reason, would you please provide the following information:

A. Ethnicity

This question is not about your nationality, place of birth or citizenship – it is about the group to which you as an  individual perceive you belong. The codes and descriptions are those used in the government’s 2011 Census. Please tick the group that you feel most accurately describes you:

Asian

|  |  |  |  |
| --- | --- | --- | --- |
| Indian              [ ] | Pakistani            [ ] | Bangladeshi            [ ] | Chinese [ ] |
| Other Asian [ ] |

Black

|  |  |  |
| --- | --- | --- |
| Caribbean  [ ] | African  [ ] | Other Black [ ] |

Mixed

|  |  |  |  |
| --- | --- | --- | --- |
| White & Black Caribbean  [ ] | White & Black African [ ] | White & Asian [ ] | Other Mixed  [ ] |

Other

|  |  |
| --- | --- |
| Other  [ ]  please state: | Arab [ ] |

Prefer Not To Say:

|  |
| --- |
| Prefer not to say  [ ] |

White:

|  |  |  |  |
| --- | --- | --- | --- |
| British       [X ] | Irish [ ] | Gypsy or Irish Traveller [ ] | Other White  [ ] |

B. Health

The Disability Discrimination Act 1995 states that *a ‘person has a disability for the purpose of this Act if he/she  has a physical or mental impairment which has a substantial and long term adverse effect on his/her ability to  carry out normal day to day activities’.*

Do you consider that you have a condition or impairment that falls within this definition?    Yes  [ ]  No  [X ]

C. Age

Are you:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Under 25  [ ] | 25‐34  [ ] | 35‐44  [ ] | 45‐54  [ ] | 55‐64  [ ] | 65+  [X ] |

D. Sexual Orientation

As people are discriminated against because of their sexual orientation, we believe that it is helpful to gather this information. However, we appreciate that you may not wish to answer this question ‐ in which case please tick the ‘Prefer not to say’ box. Are you:

|  |  |  |  |
| --- | --- | --- | --- |
| Heterosexual  [X ] | Lesbian  [ ] | Gay [ ] | Bi‐sexual  [ ] |
| Pansexual [ ] | Asexual [ ] | I prefer to self-describe [ ] | Prefer not to say [ ] |
| If you prefer to self-describe please provide this here: | | | |

E. Gender

What best describes your gender:

|  |  |  |  |
| --- | --- | --- | --- |
| Male  [X ] | Female  [ ] | I prefer to self-describe [ ] | Prefer not to say [ ] |
| If you prefer to self-describe please provide this here: | | | |
| Do you identify as Trans? | Yes [ ] | No [ ] | Prefer not to say [ ] |

F. Religion

|  |  |  |
| --- | --- | --- |
| Buddhist  [ ] | No religion  [X ] | Other                    [ ] |
| Christian  [ ] | Jewish        [ ] | Prefer not to say  [ ] |
| Hindu       [ ] | Muslim       [ ] | Sikh                      [ ] |

If you have any concerns or questions regarding this form please contact Michael Boaden, Equality & Diversity Monitoring Officer or Wendy White, Business Manager, Carlisle Eden Mind, 27 Spencer Street, Carlisle CA1 1BE

|  |  |
| --- | --- |
| Date: |  |