Text

Description automatically generatedEquality & 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. Age

Are you:

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

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 illness that falls within this definition?

Yes  [  ]  No  [  ]

C. Sex

What is your sex:

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

D. Gender identity

Is the gender you identify with the same as your sex registered at birth:

|  |
| --- |
| Yes  [ ]  No  [ ]    Prefer not to say [ ] |
| If you answer no please indicate your gender identity: |

E. Ethnicity

This question is not about your nationality, place of birth or citizenship – it is about the group to which you believe you belong. The codes and descriptions are those used in the 2021 Census. Please indicate the group that you feel most accurately describes you:

White:

|  |  |  |  |
| --- | --- | --- | --- |
| British [ ] | Irish [ ] | Gypsy or Irish Traveller [ ] | Roma [ ] |
| Other White Background please write in: | | | |

Asian or Asian British:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Indian              [ ] | | Pakistani            [ ] | Bangladeshi            [ ] | Chinese [ ] |
| Other Asian Background please write in: | | | |

Black, Black British, Caribbean or African

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Caribbean  [ ] | | African background please write in below  [ ] | Other Black [ ] | |
| Other Black, Black British or Caribbean background please write in: | | |

Other

|  |  |
| --- | --- |
| Arab [ ] | |
| Any other ethnic group, please write in: | |

Prefer Not To Say: [ ]

F. 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:

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

G. Religion

|  |  |  |  |
| --- | --- | --- | --- |
| No religion  [ ] | Christian  [ ] | Buddhist  [ ] | Hindu [ ] |
| Jewish [ ] | Muslim [ ] | Sikh [ ] | Prefer not to say  [ ] |
| Any other Religion please write in: | | | |

If you have any concerns or questions regarding this form please contact Michael Boaden, Chief Operating Officer via email [office@cemind.org](mailto:office@cemind.org) or Carlisle Eden Mind, 27 Spencer Street, Carlisle CA1 1BE

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