

**Equality & Diversity Monitoring Questionnaire**

Emmaus UK is committed to equal opportunities in employment and welcomes applications from all sections of the community. In order to ensure the effectiveness of this policy **and for no other purpose** you are requested to place a tick in the appropriate boxes below and complete the details required. The information is exclusively for **monitoring purposes** and will be kept strictly confidential.

**Failure to complete this form will not affect your application in any way**

**A. Your Age**

|  |
| --- |
| [ ]  16 - 24 [ ]  25 - 34 [ ]  35 - 44 [ ]  45 - 54 [ ]  55 - 64 [ ]  65+  |
| [ ]  Prefer not to say |

**B. Disability**

The Disability Discrimination Act 1995 (DDA) defines a person as disabled if they have a physical or mental impairment, which has a substantial and long-term adverse effect on the person’s ability to carry out normal day-to-day activities.

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’ in your role, this would be discussed with successful applicants following an offer of employment.

**Do you consider yourself to have a disability?**

|  |
| --- |
| **Please specify:**  |
| [ ]  Yes. | [ ]  No  | [ ] Prefer not to say |

**C. Your Gender**

How would you describe your gender?

[ ]  Female

[ ]  Male

[ ]  Transgender\*

[ ]  Prefer not to say

[ ]  None of the above, please specify:

\* For this question ‘transgender’ is defined as an individual who lives, or wants to live, in the gender they prefer but may not have been assigned at their birth.

**D. Your Religion or Beliefs**

Please tell us how you define your religious or spiritual cultural background and practice:

|  |  |
| --- | --- |
| [ ]  Buddhism[ ]  Judaism[ ]  Islam[ ]  Hinduism[ ]  Sikhism | [ ]  No religion or belief[ ]  Prefer not to say[ ]  Other, please specify:  |

**E. Your Racial and Ethnic Identity**

Please tell us how you describe your racial and ethnic identity. These categories are based on the Census 2011 categories and recommended by the Equality and Human Rights Commission.

|  |  |
| --- | --- |
| **Asian or Asian British**[ ]  Bangladeshi[ ]  Indian[ ]  Pakistani[ ]  Chinese[ ]  Any other Asian background, please specify: **Black or Black British** [ ]  African [ ]  Caribbean [ ]  Any other Black background, please specify: **Mixed/Multiple Ethnic Groups**[ ]  White and Asian [ ]  White and Black African[ ]  White and Black Caribbean[ ]  Any other mixed/multiple background, please specify:  | **White**[ ]  British[ ]  English[ ]  Irish[ ]  Scottish[ ]  Welsh[ ]  Irish Traveller[ ]  Any other White background, please specify: **Other Ethnic Group**[ ]  Arab[ ]  Any other ethnic group, please specify:[ ]  Prefer not to say |

**F. Your Sexual Orientation**

|  |  |
| --- | --- |
| [ ]  Bi-sexual[ ]  Heterosexual/straight[ ]  Gay man | [ ]  Gay woman/lesbian[ ]  Prefer not to say[ ]  Other, please specify if you wish:  |

**G. Relationship Status**

|  |  |
| --- | --- |
| [ ]  Married[ ]  In a civil partnership | [ ]  Neither[ ]  Prefer not to say |

|  |
| --- |
| **Data Protection**  |
| In line with the General Data Protection Regulation (GDPR), when you apply for a role at Emmaus UK, we will process your personal data in accordance with our Privacy Statement for Employees and Potential Employees. This sets out what information we collect, how and why we process it, as well as your rights with respect to your data. You can read the full statement here:<https://emmaus.org.uk/privacy-policy/privacy-employees-and-potential-employees/> |
| **Signed:** |  | Date:  |
| **Name :**  |  |