**Equality Opportunities Monitoring Form**

We pride ourselves on being committed to ensuring equal treatment of all current and prospective partners. We do not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and we strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join us.

To assess the diversity of our applicants, we would be grateful for if you would complete the questions below.

Please note, that all information will be treated with the strictest confidence, and it will remain separate from your application. There is no obligation to provide this information.

|  |  |  |  |
| --- | --- | --- | --- |
| **Post title:** |  | | |
| **Location:** |  | | |
| **Full name:** |  | | |
| **1. Gender assigned at birth** | | | |
| Male | | |  |
| Female | | |  |
| Prefer not to say | | |  |
| **2. Which of the following best reflects how you would describe your gender identity?** | | | |
| Male | | |  |
| Female | | |  |
| In another way | | |  |
| If you would like to, please say how you describe your gender identity | | | |
| Prefer not to say | | |  |
| Other | | |  |
| **3. Age** |  | | |
| **4. Marital status** | | | |
| Married or in a civil partnership | | |  |
| Single | | |  |
| Other | | |  |
| Prefer not to say | | |  |
| **5. What is your sexual orientation?** | | | |
| Bi/bisexual | | |  |
| Gay/lesbian | | |  |
| Heterosexual/straight | | |  |
| Other term | | |  |
| Prefer not to say | | |  |
| **6. Do you have any disabilities?**  YES/NO  This information is used only for monitoring purposes. If you believe you may be disabled and may need any reasonable adjustments to be made in the recruitment and selection process or as part of your employment, please discuss this with your contact, or request to speak with a member of the People Team. | | | |
|  | | | |
| **7. Ethnic origin**  (Relates to a sense of identity/belonging on the basis of race/culture, not place of birth or citizenship.)  I would describe myself as (choose ONE section from A to E, and then tick the appropriate box to indicate your cultural background): | | | |
| **A White:** | | | |
| British | | |  |
| English | | |  |
| Scottish | | |  |
| Welsh | | |  |
| Northern Irish | | |  |
| Irish | | |  |
| Gypsy or Irish Traveller | | |  |
| Prefer not to say | | |  |
| Other White background, please specify: | | |  |
| **B Mixed/Multiple ethnic groups:** | | | |
| White and Black Caribbean | | |  |
| White and Black African | | |  |
| White and Asian | | |  |
| Prefer not to say | | |  |
| Other Mixed/Multiple ethnic background, please specify: | | |  |
| **C Asian, Asian British:** | | | |
| Indian | | |  |
| Pakistani | | |  |
| Bangladeshi | | |  |
| Chinese | | |  |
| Prefer not to say | | |  |
| Other Asian background, please specify: | | | |
| **D Black, African, Caribbean, Black British:** | | | |
| African | | |  |
| Caribbean | | |  |
| Prefer not to say | | |  |
| Other Black, African, Caribbean background, please specify: | | |  |
| **E Other ethnic group:** | | | |
| Arab | | |  |
| Prefer not to say | | |  |
| Other ethnic group, please specify: | | |  |
| **9. Religion or belief** | | | |
| No religion or belief | | |  |
| Buddhist | | |  |
| Christian | | |  |
| Hindu | | |  |
| Jewish | | |  |
| Muslim | | |  |
| Sikh | | |  |
| Prefer not to say | | |  |
| Other, please specify: | | | |
| **Where did you see this post advertised?** | | | |
|  | | | |
| **Data protection:** We keep personal data collected for reviewing equality of opportunity in recruitment, selection and, if relevant, employment in accordance with our Privacy and Personal Data policy. Information about how your data is used and the basis for processing is provided in the organisation's [job applicant privacy notice](https://www.xperthr.co.uk/policies-and-documents/job-applicant-privacy-notice/162692/).  I hereby give my consent to Paradigm Norton processing the data supplied in this form for the purpose of equal opportunities monitoring in recruitment and selection, and if relevant, employment. I acknowledge that my application will be treated the same whether or not I complete this form. I understand that I may withdraw my consent to the processing of this data at any time by notifying a member of the People Team. | | | |
| **Applicant's signature:** |  | **Date:** |  |