EQUAL OPPORTUNITY MONITORING

Sustainability First is an equal opportunity employer. The aim of our policy is to ensure that no job applicant 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 are designed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities and that no applicant or employee is disadvantaged by their background. We would like to use your data to ensure the effectiveness of this policy and that it is fully and fairly implemented.

The information provided in this form is confidential. It is only used to monitor our recruitment and selection process.

To use this information, we need your consent. Signing in the space below will indicate that you consent to your data being used for the purposes stated. You may withdraw your consent at any time by contacting our Company Secretary Claire Williams claire.williams@sustainabilityfirst.org.uk. Please send your completed form to Claire at this E Mail.

|  |  |
| --- | --- |
| **Signature:** | **Date:** |
|  |  |
| **Printed Name:** |  |
|  |  |

**PLEASE TICK ONE BOX OR WRITE IN THE SPACE PROVIDED**

**ETHNICITY**

|  |
| --- |
| **Asian, Asian British, Asian English, Asian Scottish, Asian Welsh** |
| [ ] Bangladeshi | [ ] Indian | [ ] Pakistani |  |
| [ ] Any other Asian background (please specify) |  |
|  |  |  |  |
| ­­­­­­­­­­­­­**Black, Black British, Black English, Black Scottish, Black Welsh** |
| [ ] African | [ ] Caribbean |  |  |
| [ ] Any other Black background (please specify) |  |
|  |  |  |  |
| **Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh, or other Ethnic group** |
| [ ] Chinese |  |  |  |
| [ ] Any other Ethnic background (please specify) |  |
|  |  |  |  |
| **Mixed** |  |  |  |
| [ ] White & Asian | [ ] White & Black African | [ ] White & Black Caribbean |  |
| [ ] Any other mixed background (please specify) |  |
|  |  |  |  |
| **White** |  |  |  |
| [ ] British | [ ] English | [ ] Scottish | [ ] Welsh |
| [ ] Irish | [ ] Irish Traveller |  |  |
| [ ] Any other white background (please specify) |  |

**RELIGION OR BELIEF**

|  |  |  |  |
| --- | --- | --- | --- |
| [ ] Buddhist | [ ] Christian | [ ] Hindu | [ ] Jewish |
| [ ] Muslim | [ ] Sikh | [ ] None | [ ] Prefer not to say |
| [ ] Any other religion or belief (please specify) |  |

**AGE**

|  |  |  |  |
| --- | --- | --- | --- |
| [ ] 18-25 | [ ] 26-34 | [ ] 35-49 | [ ] 50+ |
| [ ] Prefer not to say |  |  |  |

**GENDER & GENDER IDENTITY**

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

|  |  |  |
| --- | --- | --- |
| Do you identify as trans? |  |  |
| [ ] Yes | [ ] No | [ ] Prefer not to say |  |

**SEXUAL ORIENTATION**

|  |  |  |  |
| --- | --- | --- | --- |
| [ ] Bisexual | [ ] Heterosexual | [ ] Homosexual | [ ] Prefer not to say |
| [ ] Prefer to self-describe |  |  |  |

**DISABILITY**

The Equality Act 2010 defines disability as ‘a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities’. Do you consider yourself to have or have had a disability?

|  |  |  |
| --- | --- | --- |
| [ ] Yes | [ ] No | If yes, please give details .  |
| [ ] Prefer not to say |  |  |