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 any 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 based on 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](mailto:claire.williams@sustainabilityfirst.org.uk). Please email your completed form to Claire.

|  |  |
| --- | --- |
| **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 |  |  |

**Where did you find this job/volunteer opportunity?**

We are always keen to ensure that we are reaching as diverse a talent pool as possible when recruiting to any of our paid and voluntary positions. Please can you tell us where you saw this opportunity and the role you are applying for?

Role you are applying for:

Where you saw the advert for this opportunity: