Equality & Diversity Monitoring Form

Conwy Mind strongly values diversity and promotes equality. We encourage and welcome applications from suitably skilled candidates from all backgrounds. Monitoring recruitment and selection procedures is one way of helping us to ensure that there is no discrimination in the way that we recruit and select people for positions.

To do this we need to know about the diversity profile of people who apply for posts at Conwy Mind. Please help us by providing the following information. The information you give is confidential and will be separated from the application form prior to short-listing. It will not be accessed by any person involved in making selection decisions. If you prefer not to answer any of the questions, please feel free to leave them blank.

**Data Protection Act 2018**

Conwy Mind will record the information given for the purposes of recruitment and selection monitoring. The information will be retained for monitoring purposes only. Thank you for your co-operation.

|  |  |  |  |
| --- | --- | --- | --- |
| Surname: | First Name: | Initials: | Title: |

**Gender**

What is your gender?

|  |  |
| --- | --- |
| Male |  |
| Female |  |
| Identify as another term (please provide details): |  |
| Prefer not to say |  |

**Age**

Please indicate the age band into which you fall:

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 16-24 |  | 25-29 |  | 30-34 |  | 35-39 |  | 40-44 |  |
| 45-49 |  | 50-54 |  | 55-59 |  | 60-64 |  | 65+ |  |

Religion/Belief

What is your religion or belief?

|  |  |
| --- | --- |
| No religion |  |
| Christian (including all denominations) |  |
| Buddhist |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| Any other religion or belief  Please write in……………………………... |  |

Ethnic origin:

*These categories reflect the guidelines provided by the Commission for Racial Equality.*

|  |  |
| --- | --- |
| **A White** | |
| English/Welsh/Scottish/Northern Irish/British |  |
| Irish |  |
| Gypsy or Irish Traveller |  |
| Any other White Background  Please write in……………………………………….... |  |
| **B Mixed/multiple ethnic groups** | |
| White & Black Caribbean |  |
| White & Black African |  |
| White & Asian |  |
| Any other Mixed/multiple ethnic background  Please write in…………………………………………. |  |
| **C Asian/Asian British** | |
| Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Chinese |  |
| Any other Asian Background  Please write in………………………………………... |  |
| **Black/African/Caribbean/Black British** | |
| African |  |
| Caribbean |  |
| Other Black / African Caribbean background  Please write in…………………………………………. |  |
| **E Other Ethnic Group** | |
| Arab |  |
| Any other Ethnic group  Please write in…………………………………………. |  |

Sexual Orientation

What is your sexual orientation?

|  |  |
| --- | --- |
| Bisexual |  |
| Gay Man |  |
| Gay woman/Lesbian |  |
| Heterosexual/Straight |  |
| I prefer to use another term  Please write in……………………………….. |  |

Disability

Conwy Mind believes that people are disabled by the barrier’s society places in their way and not by their own impairments. We strive to overcome or minimise any barriers faced by disabled people so that they can fully contribute to the work of the organisation.

The Equality Act 2010 defines someone as disabled if they have a physical or mental impairment which has a long term and substantial adverse effect on their ability to carry out normal day to day activities.

In considering this question you should not take into account the effect of any medication or treatments used or adjustments made (for example at work or at home) which reduce the effects of impairments. Instead, you should think about the effect the impairment would have if these were not being used or made.

Do you consider yourself to be disabled?

|  |  |  |
| --- | --- | --- |
|  | Yes | Please specify: |
|  | No |