|  |
| --- |
| **DIVERSITY MONITORING** |

Citizens UK collects data on the diversity of job applicants to monitor against the aims and commitments of our Equal Opportunities Policy. To assist please complete this form in full or in part. Your diversity data will not be shared with the Recruiting Manager and your data anonymised for reporting. Your help and co-operation is appreciated. Of course, participation is entirely voluntary.

Please complete and send with your application to recruitment@citizensuk.org

Job Applied for: ***Job Title?***

Candidate Name: ***Name?***

*For HR Admin only, unique Candidate No.: #?*

|  |
| --- |
| **GENDER** |

[ ]  Man [ ]  Woman [ ]  Intersex [ ]  Non-binary [ ]  Prefer not to say

If you prefer to use your own term, please specify: *Click here to enter text*

|  |
| --- |
| **AGE** |

[ ]  16-19 [ ]  20-24 [ ]  25-29 [ ]  30-34 [ ]  35-39

[ ]  40-44 [ ]  45-49 [ ]  50-54 [ ]  55-59 [ ]  60-64

[ ]  65-69 [ ]  70-74 [ ]  75-79 [ ]  80+ [ ]  Prefer not to say

|  |
| --- |
| **MARITAL STATUS** |

[ ]  Single [ ]  Married\Civil Partnership [ ]  Other, please specify: *Click here to enter text* [ ]  Prefer not to say

|  |
| --- |
| **DISABILITY STATUS** |

Do you consider yourself to have a disability?

[ ]  NO [ ]  Not Sure [ ]  Prefer not to say

[ ]  YES – please indicate the nature of your disability(s)

[ ]  Hearing impairment [ ]  Visual impairment [ ]  Speech impairment

[ ]  Mobility impairment [ ]  Mental ill health [ ]  Severe disfigurement

[ ]  Physical co-ordination difficulties [ ]  Reduced physical capacity

[ ]  Learning difficulties (e.g. dyslexia) [ ]  Progressive health\medical condition(s)

[ ]  Other (please specify): *Other disability?*

**DISABILITY – Reasonable Adjustments**

The Equality Act 2010 requires employers to make reasonable adjustments for disabled employees. Citizens UK will remove barriers wherever possible that hinder a disabled person from doing their job. Should you be successful in your appointment, do you require any reasonable adjustments to be put in place? If so, please outline:

*Click here to enter text*

Should you be successful further information will be requested by the Recruiting Manager to facilitate.

**SEXUAL ORIENTATION**

Which group do you most identify with?

[ ]  Bisexual [ ]  Gay Woman/Lesbian [ ]  Gay Man

[ ]  Heterosexual/ Straight [ ]  Prefer not to say

[ ]  Other (please specify): *Click here to enter text*

**RELIGION OR BELIEF**

What is your religion or belief (including non-belief)?

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  Agnostic | [ ]  Atheist | [ ]  Bah’ai  | [ ]  Buddhist |
| [ ]  Christian – Catholic | [ ]  Christian – Protestant | [ ]  Christian – Other | [ ]  Hindu |
| [ ]  Humanism | [ ]  Jain | [ ]  Jewish | [ ]  Muslim |
| [ ]  Pagan | [ ]  Rastafarian | [ ]  Scientologist | [ ]  Shinto |
| [ ]  Sikh | [ ]  Zoroastrian |  |  |
| [ ]  No religion or belief | [ ]  Prefer not to say | [ ]  Other: *Click here to enter text* |

**ETHNICITY**

What is your ethnicity? Ethnic origin is not nationality, place of birth or citizenship. It is about the group to which you perceive you belong.

[ ]  **Prefer not to say**

***White***

[ ]  English [ ]  Welsh [ ]  Scottish [ ]  Northern Irish

[ ]  Irish [ ]  British [ ]  Gypsy or Irish Traveller

[ ]  Other white background, please specify: *Click here to enter text*

***Mixed/multiple ethnic groups***

[ ]  White and Black Caribbean [ ]  White and Black African [ ]  White and Asian

[ ]  Other mixed background, please specify: *Click here to enter text*

***Asian/Asian British***

[ ]  Indian [ ]  Pakistani [ ]  Bangladeshi [ ]  Chinese

[ ]  Other Asian background, please specify: *Click here to enter text*

***Black/ African/ Caribbean/ Black British***

[ ]  African [ ]  Caribbean [ ]  Other BAC background, please specify: *Click here to enter text*

***Other ethnic group***

[ ]  Arab [ ]  Latin American [ ]  Other ethnic group, please specify: *Click here to enter text*

**WORKING PATTERNS**

What is your current working pattern?

[ ]  Full-time [ ]  Part-time (under 30 hpw) [ ]  Prefer not to say

[ ]  Other: *Click here to enter text*

What is your flexible working arrangement?

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  None/not applicable | [ ]  Flexi-time  | [ ]  Staggered hours  | [ ]  Term-time hours  |
| [ ]  Annualised hours  | [ ]  Job-share | [ ]  Flexible shifts  | [ ]  Compressed hours  |
| [ ]  Homeworking  | [ ]  Prefer not to say  | [ ]  Other, please specify: *Click here to enter text* |

**CARING RESPONSIBILITIES**

Do you have caring responsibilities that exceed 20 hours a week?

|  |  |  |
| --- | --- | --- |
| [ ]  No  | [ ]  Prefer not to say  | [ ]  Yes, please specify below: |
| [ ]  Primary carer of a child(ren) under 18  | [ ]  Primary carer of a disabled child(ren) under 18 |
| [ ]  Primary carer of disabled adult(s) 18+  | [ ]  Primary carer of adult(s) (18-64) |
| [ ]  Primary carer of an older person(s) 65+ | [ ]  Secondary carer (another carries out the main caring role) |

Thank you for participating, please send this e-form to recruitment@citizensuk.org with your application.