**Equality and Diversity Monitoring FHR-025**

UKSA is committed to encouraging equality and diversity among our employees and eliminating unlawful discrimination.

The aim is for UKSA to be true representative of all sections of society and for all employees and applicants to feel respected and that they are treated with equality and dignity.

UKSA is committed to eliminating unlawful discrimination against our employees, applicants, customers and stakeholders and will not discriminate (either directly or indirectly) because of Age, Disability, Gender, Reassignment, Marriage or Civil Partnership, Pregnancy or Maternity, Race (including colour, nationality, ethnic or national origin), Religion or Religious Beliefs or Sex or Sexual Orientation.

To assist in the monitoring of this policy, and for that purpose only, please complete the information requested below.

In line with GDPR this information will be treated as completely confidential and will be used for monitoring purposes only. The information will be detached from any application and will not be used during the selection process.

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| --- |
| **How old are you?** |
| |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | 16-24 | ❒ | 25-44 | ❒ | 45-64 | ❒ | 65+ | ❒ | |
| **What is your ethnic group?** |
| |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **White** | | | | | | | British | ❒ | Irish | ❒ | Any other white background | ❒ | | **Black** | | | | | | | Caribbean | ❒ | African | ❒ | Any other Black background | ❒ | | **Mixed** | | | | | | | White and Black Caribbean | | | ❒ | White and Asian | ❒ | | White and Black African | | | ❒ | Any other mixed background | ❒ | | **Asian or Asian British** | | | | | | | Indian | | | ❒ | Pakistani | ❒ | | Bangladeshi | | | ❒ | Any other Asian background | ❒ | | **Other** | | | | | | | Chinese | | | ❒ | Other Ethnic Group | ❒ | |
| **Do you consider yourself to be a Gypsy or Traveller?** |
| |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Neither | ❒ | Gypsy | ❒ | Traveller | ❒ | |
| **Gender?** |
| |  |  |  |  | | --- | --- | --- | --- | | Male | ❒ | Female | ❒ | |
| **Is your gender identity the same as you were assigned at birth?** |
| |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Yes | ❒ | No | ❒ | Prefer not to say | ❒ | |
| **Disability and Special Needs**  Do you consider yourself to have a disability, a life limiting illness or any special needs that you think it would help us to know about? (For example difficulty hearing)  *(A person is regarded as disabled if they have a physical, sensory or mental impairment, which has a substantial and long term effect on their ability to carry out normal day to day activities)* |
| |  |  |  |  | | --- | --- | --- | --- | | Yes | ❒ | No | ❒ | |
| **Are you a wheelchair user?** |
| |  |  |  |  | | --- | --- | --- | --- | | Yes | ❒ | No | ❒ | |
| **Do you consider yourself to have any of the following?** |
| |  |  |  |  | | --- | --- | --- | --- | | Sight impairment | ❒ | Speech impairment | ❒ | | Hearing impairment | ❒ | Learning disability | ❒ | | Literacy problems | ❒ | Mobility problems | ❒ | | Alcohol related problem | ❒ | Mental health problem | ❒ | | Drug related problem | ❒ | Other | ❒ | |
| **What is your religion or belief?** |
| |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Buddhist | ❒ | Sikh | ❒ | Hindu | ❒ | | Christian\* | ❒ | Jewish | ❒ | Muslim | ❒ | | (\*Including Church of England, Catholic Protestant and all other Christian denominations) | | | | | | | Other religious beliefs | ❒ | No religion | ❒ | Prefer not to say | ❒ | |
| **How would you describe yourself?** |
| |  |  |  |  | | --- | --- | --- | --- | | Bisexual | ❒ | Heterosexual/straight | ❒ | | Gay man | ❒ | Other | ❒ | | Gay woman/lesbian | ❒ | Prefer not to say | ❒ | |

**Health Position**

As a Disability Confident employer, UKSA would be pleased to consider any special requirements, reasonable resources or facilities to support disabled persons in both applying for, and working in, positions for the charity.

Able bodied with no medical Able bodied with a medical

|  |
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| ❒ |
| ❒ |
| ❒ |

condition condition

` **Please provide further information:**

Disabled (requiring no special Disabled (special

facilities or resources) requirements or assistance

**Please provide further information:**  with facilities or resources needed)

**Please provide further information:**

Prefer not to answer

**Declaration and Consent**

I confirm that the above information is accurate and give my consent to the academy for using the information for the purpose monitoring, assessing and developing employment policies and practices.

|  |  |
| --- | --- |
| **Employee Signature:** |  |
| **Date:** |  |

**Thank you for taking the time to complete this form**