**EMPLOYEE AND TRUSTEE EQUALITY AND DIVERSITY MONITORING**

Changing Pathways is committed to ensuring all employees and trustees are treated equally and not discriminated on the grounds of colour, race, nationality, marital or civil partnership status, religion or belief, sexual orientation, disability or age. This complies with the requirement of the Equality Act (2010).

This form assists us in monitoring the diversity of our prospective employees and is based upon ‘protected characteristics’ in the act. The answers you give are confidential and will be kept separate from the shortlisting process. All data will be presented anonymously.

This form will be disposed of securely once the data has been collated.

**Gender**

At birth, were you described as:

|  |
| --- |
| Male |[ ]
| Female  |[ ]
| Intersex |[ ]
| Prefer not to say |[ ]
| Other  |[ ]
| If other, please state |  |

How would you describe your gender identity now:

|  |
| --- |
| Male |[ ]
| Female  |[x]
| In another way |  |

**What are your preferred pronouns:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Marital Status**

|  |
| --- |
| Married  |[ ]
| Civil Partnership  |[ ]
| Divorced  |[ ]
| Single  |[ ]
| Other  |[x]
| If other, please state |  |

**Age**

|  |
| --- |
| 16-24 |[ ]
| 25-34  |[ ]
| 35-44 |[ ]
| 45-54  |[ ]
| 55-64 |[ ]
| 65+ |[ ]

**Religion & Belief**

|  |  |
| --- | --- |
| My religion/belief is |  |
| I do not have a religion/belief |[ ]
| Prefer not to say |[ ]

**Disability**

The Equality Act (2010) defines disability as a ‘physical or mental impairment’ which ‘has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities.’ An effect is long-term if it has lasted, or is likely to last 12 months or for the rest of the life of the person affected.

Do you consider yourself to have a disability as defined under the Equality Act?

|  |
| --- |
| Yes |[ ]
| No |[ ]
| Don’t know  |[ ]

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| If yes please give provide details ………………………………………………………………………………………………………………………….………………………………………………………………………………………………………………………….………………………………………………………………………………………………………………………….

|  |
| --- |
| I used to have a disability but have now recovered  |[ ]

**Sexual Orientation**

|  |
| --- |
| Heterosexual  |[ ]
| Bisexual  |[ ]
| Lesbian |[ ]
| Gay |[ ]
| Pansexual |[ ]
| Asexual |[ ]
| Queer |[ ]
| Other (please specify) |  |

**Race & Ethnicity**

|  |  |
| --- | --- |
| White  | British  |[ ]
|  | Irish |[ ]
|  | Any other White background |[ ]
| Mixed Race | White & Black Caribbean  |[ ]
|  | White & Black African  |[ ]
|  | White & Asian  |[ ]
|  | Any other mixed background |[ ]
| Black or Black British | Caribbean |[ ]
|  | African |[ ]
|  | Any other Black background |[ ]
| Asian or Asian British  | Indian  |[ ]
|  | Pakistani |[ ]
|  | Bangladeshi |[ ]
|  | Any other Asian background |[ ]
| Chinese or other ethnic group | Chinese  |[ ]
|  | Other ethnic background |[ ]

 |  |