# Logo, company name  Description automatically generated

# Equality and diversity monitoring form

NACCOMwants to meet the aims and commitments set out in its equality and diversity policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary.

Please return the completed form to recruitment@naccom.org.uk along with your application form. The information provided will not influence any part of the selection process and will not be shared with the shortlisting or interview panel. All information you disclose will be treated confidentially and will only be used for statistical and monitoring purposes. Should you choose not to provide details for the following questions, the success of your application will not be affected.

**Post you are applying for:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**How did you find out about the vacancy?** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**What is your gender identity?** Woman  Man  Non-binary  Other  Prefer not to say 

If you prefer to use your own term, please specify here …………………….

**Are you married or in a civil partnership?** Yes  No  Prefer not to say 

**Age** 16-24 25-29  30-34  35-39 40-44  45-49  50-54 55-59  60-64  65+  Prefer not to say 

**What is your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

***Asian/Asian British***

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say 

Any other Asian background, please write in:

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

African  Caribbean  Prefer not to say 

Any other Black/African/Caribbean background, please write in:

***Mixed/multiple ethnic groups***

White and Black Caribbean  White and Black African  White and Asian  Prefer not to say  Any other mixed background, please write in:

***Other ethnic group***

Arab  Prefer not to say  Any other ethnic group, please write in:

***White***

English  Welsh  Scottish  Northern Irish  Irish 

British  Gypsy or Irish Traveller  Prefer not to say 

Any other white background, please write in:

**Do you consider yourself to have a disability or long-term health condition?**

Yes No  Prefer not to say 

If yes, is there anything we could do to help you thrive in your role? \_\_\_\_\_\_\_\_\_\_\_

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.

**What is your sexual orientation?**

Heterosexual/straight  Gay or Lesbian  Bisexual 

Prefer not to say  If you prefer to use your own term, please specify here ……………………………………………….….

**What is your religion or belief?**

No religion or belief  Buddhist  Christian  Hindu  Jewish 

Muslim  Sikh  Spiritual  Prefer not to say 

If other religion or belief, please write in:

**Do you have caring responsibilities? If yes, please tick all that apply**

None  Primary carer of a child/children (under 18) 

Primary carer of disabled child/children 

Primary carer of disabled adult (18 and over)  Primary carer of older person 

Secondary carer (another person carries out the main caring role) 

Prefer not to say  Prefer to self-describe: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Lived experience:** Have you had any of the following lived experiences?

(Please tick any that apply)

Homelessness  Migration  Seeking asylum or refugee status 

Destitution related to migration status 

Prefer not to say  None 

**This information will be held securely and anonymised when used for analysis.**