**Think Ahead Equal Opportunities Monitoring Form**

In accordance with its policy on equal opportunities in employment, Think Ahead will provide equal opportunities to any employee or job applicant and will not discriminate either directly or indirectly because of race, sex, sexual orientation, transgender status, religion or belief, marital or civil partnership status, age, disability, or pregnancy and maternity.

In order to assess how successful this policy is we have set up a system of monitoring all job applications. We would therefore be grateful if you would complete the questions on this form. We have asked for your name to enable us to monitor applications at shortlisting and appointment as well as application stage.

All information will be treated in confidence and will not be seen by staff directly involved in the appointment. The questionnaire will be detached from your application form, stored separately, and used only to provide statistics for monitoring purposes. There is no obligation on you to provide information. All applicants will be treated the same whether or not they provide this information. Thank you for your assistance.

|  |  |  |  |
| --- | --- | --- | --- |
| **Post applied for:** | Click or tap here to enter text. | | |
| **Full name:** | Click or tap here to enter text. | | |
| **1. Gender assigned at birth** | | | |
| Male | | |  |
| Female | | |  |
| Prefer not to say | | |  |
| **2. Which of the following best reflects how you would describe your gender identity?** | | | |
| Male | | |  |
| Female | | |  |
| Prefer not to say | | |  |
| Prefer to self-describe: Click or tap here to enter text. | | |  |
| **3. Does your gender identity align with the gender assigned to you at birth?** | | | |
| Yes | | |  |
| No | | |  |
| Prefer not to say | | |  |
| **4. Age** | Click or tap here to enter text. | | |
| **5. Marital status** | | | |
| Married or in a civil partnership | | |  |
| Single | | |  |
| Other (please specify: Click or tap here to enter text.) | | |  |
| Prefer not to say | | |  |
| **6. What is your sexual orientation?** | | | |
| Bi/bisexual | | |  |
| Gay/lesbian | | |  |
| Heterosexual/straight | | |  |
| Prefer to self-describe: Click or tap here to enter text. | | |  |
| Prefer not to say | | |  |
| **7. Do you have any disabilities?** | | | |
| YES   NO    This information is used only for monitoring purposes. If you believe you may be disabled and may need any reasonable adjustments to be made in the recruitment and selection process or as part of your employment, please discuss this with the recruiting manager. | | | |
| **8. Ethnic origin**  *(Relates to a sense of identity/belonging on the basis of race/culture, not place of birth or citizenship.)* | | | |
| I would describe myself as (choose ONE section from A to E, and then tick the appropriate box to indicate your cultural background): | | | |
| **A** White: | | | |
| British | | |  |
| English | | |  |
| Scottish | | |  |
| Welsh | | |  |
| Northern Irish | | |  |
| Irish | | |  |
| Gypsy or Irish Traveller | | |  |
| Prefer not to say | | |  |
| Other White background, please specify: Click or tap here to enter text. | | |  |
| **B** Mixed/Multiple ethnic groups: | | | |
| White and Black Caribbean | | |  |
| White and Black African | | |  |
| White and Asian | | |  |
| Prefer not to say | | |  |
| Other Mixed/Multiple ethnic background, please specify: Click or tap here to enter text. | | |  |
| **C** Asian, Asian British: | | | |
| Indian | | |  |
| Pakistani | | |  |
| Bangladeshi | | |  |
| Chinese | | |  |
| Prefer not to say | | |  |
| Other Asian background, please specify: Click or tap here to enter text. | | |  |
| **D** Black, African, Caribbean, Black British: | | | |
| African | | |  |
| Caribbean | | |  |
| Prefer not to say | | |  |
| Other Black, African, Caribbean background, please specify: Click or tap here to enter text. | | |  |
|  |  |  |  |
| **E** Other ethnic group: | | | |
| Arab | | |  |
| Prefer not to say | | |  |
| Other ethnic group, please specify: Click or tap here to enter text. | | |  |
| **9. Religion or belief** | | | |
| No religion or belief | | |  |
| Buddhist | | |  |
| Christian | | |  |
| Hindu | | |  |
| Jewish | | |  |
| Muslim | | |  |
| Sikh | | |  |
| Prefer not to say | | |  |
| Other, please specify: Click or tap here to enter text. | | |  |
| **Where did you see this post advertised?** | | | |
| Click or tap here to enter text. | | | |
| Data protection: The organisation treats personal data collected for reviewing equality of opportunity in recruitment, selection and, if relevant, employment within the organisation in accordance with its data protection policy/policy on processing special categories of personal data.  I hereby give my consent to Think Ahead processing the data supplied in this form for the purpose of equal opportunities monitoring in recruitment and selection, and if relevant, employment within the organisation. I acknowledge that my application will be treated the same whether or not I complete this form. I understand that I may withdraw my consent to the processing of this data at any time by notifying [HR@thinkahead.org](mailto:HR@thinkahead.org). | | | |
| **Applicant's signature:**  (Print name if signature not possible) | Click or tap here to enter text. | **Date:** | Click or tap here to enter text. |