Equal opportunities monitoring form

We are an equal opportunity employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

We would be grateful if you could complete the following in order for us to monitor equalities information and ensure that we are treating all candidates fairly and appropriately. This information will be treated confidentially and will not be forwarded to the Recruiting Manager(s) nor used in any part of the selection process.

**Age**

|  |  |
| --- | --- |
| [ ]  Prefer not to say[ ]  School age[ ]  Over school age - 17[ ]  18-24[ ]  25-34 | [ ]  35-44[ ]  45-54[ ]  55-64[ ]  65-74[ ]  75+  |

**Disability**

Do you have a disability?

[ ]  Prefer not to say

[ ]  Yes, I am aware I have a disability

[ ]  No, I don’t have a disability

[ ]  As far as I am aware, I don’t have a disability

You will be considered as having a disability for discrimination purposes if you fit the definition as given in the Equality Act 2010. In the Act, a disability is 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.’ For these purposes, ‘long term’ is taken to mean the condition is likely to last longer than 12 months or likely to recur.

**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.

**White**

[ ]  English [ ]  Welsh [ ]  Scottish [ ]  Northern Irish [ ]  Irish [ ]  British [ ]  Gypsy or Irish Traveler [ ]  Prefer not to say

Any other white background, please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Mixed / Multiple Ethnic Groups**

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

[ ]  White and Asian [ ]  Prefer not to say

Any other mixed background, please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Asian / Asian British**

[ ]  Indian [ ]  Pakistani [ ]  Bangladeshi [ ]  Chinese [ ]  Prefer not to say

Any other Asian background, please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

[ ]  African [ ]  Caribbean [ ]  Prefer not to say

Any other Black / African / Caribbean background, please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Other Ethnic Group**

[ ]  Arab [ ]  Prefer not to say

Any other ethnic group, please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Religion or belief**

|  |  |
| --- | --- |
| [ ]  Prefer not to say[ ]  Buddhist [ ]  Christian [ ]  Hindu  | [ ]  Jewish [ ]  Muslim [ ]  Sikh [ ]  No Religion  |

Other, please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Gender**

[ ]  Male [ ]  Female [ ]  Intersex [ ]  Non-binary [ ]  Prefer not to say

If you prefer to use your own term, please specify here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Sexual orientation**

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

[ ]  Prefer not to say

If you prefer to use your own term, please specify here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**CARING RESPONSIBILITIES**

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

[ ]  None

[ ]  Primary Carer of a Child / Children (Under 18)

[ ]  Primary Carer of a Disabled Child / Children

[ ]  Primary Carer of a Disabled Adult (18 and over)

[ ]  Primary Care of an Older Person

[ ]  Secondary Carer (another person carries out the main caring role)

[ ]  Prefer not to say

**Data protection statement**

Tempo Time Credits Ltd uses this information to review compliance with its policies on equal opportunity in relation to recruitment. We will use this data to inform our statistics on the representation of the categories of individual as shown above. We will treat all personal information in line with current data protection legislation and our General Data Protection Policy. For more information on how we use the information you have provided, please see our privacy notice for job applicants which is available on our website or on request to recruitment@wearetempo.org.

In order for us to process this information and to comply with data protection legislation, we require your consent. You are not required to give your consent; you acknowledge that any consent given is freely given. Your job application is not dependent on your giving consent to our processing of this data.

Including your signature below will signify your consent to our processing of this information. Once you have given consent, you may withdraw it at any time by contacting recruitment@wearetempo.org.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_