

**Equality & Diversity Monitoring Form**

SERT is committed to becoming a more inclusive, equal and diverse organisation. This includes not discriminating under the Equality Act 2010 and ensuring we have an accurate picture of who our current and potential workforce are. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. This applies to all staff, trustees, job applicants, and workers, including agency workers; it applies to all areas of employment including recruitment, selection, training, career development, and promotion.

To help us maintain accurate data, we would be grateful if you would complete and return this form either as part of your current role within the organisation, or as part of your job application to come and work for us in the future.

Completing this form is voluntary, and any data you submit will be held securely and only used for the purpose of monitoring our organisational profile.

Please complete the form below, either by ticking or placing an ‘x’ next to the appropriate boxes below, and providing further written detail where required. Once completed, please return this form to jobs@southeastriverstrust.org. This email address is only accessed by authorised staff.

Please note: at this time, this form is only available in the current format and we recognise this may not be suitable for everyone. If this is not suitable for you, please contact Lucy or Laura on 0845 092 0110 or lucy@southeastriverstrust.org

**Gender** Man  Woman  Intersex  Non-binary  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 or ‘x’ next to the appropriate box:

***Mixed/multiple ethnic groups***

White and Black Caribbean  White and Black African  White and Asian  Prefer not to say 

Any other mixed background, please include details here:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Asian/Asian British***

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

Any other Asian background, please include details here:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

African  Caribbean  Prefer not to say 

Any other Black/African/Caribbean background, please include details here:­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***White***

English  Welsh  Scottish  Northern Irish  Irish 

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

Any other white background, please include details here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Other ethnic group***

Arab  Prefer not to say 

Any other ethnic group, please include details here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

Yes, I have a disability No, I don’t have a disability  Prefer not to say 

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please include details here:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

You will be considered as having a disability for discrimination purposes if you fit the definition 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.

The information in this form is for monitoring purposes only. If you need reasonable adjustment/s in order to do your role or attend an interview, 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  Gay  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  Prefer not to say  If other religion or belief, please specify here:

**Job candidates: what would your proposed working pattern be? Current SERT staff: what is your current working pattern?**

Full-time  Part-time  Prefer not to say 

**Job candidates: what would your proposed flexible working arrangement be? Current SERT staff: what is your flexible working arrangement?**

None  Flexi-time  Staggered hours  Term-time hours 

Annualised hours  Job-share  Flexible shifts  Compressed hours 

Homeworking  Prefer not to say  If other, please include details here:

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

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

Primary or dual carer of disabled child/children 

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

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

Prefer not to say 