



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:

What would your ideal flexible working arrangement/s be? Please tick all that apply

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