**Equality and Diversity Monitoring Form**

We are committed to equality of opportunity for all staff which 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 information provided will be kept confidential and will only be used for monitoring purposes.

**Q1. What age group are you in?**

17 and under  18 – 24  25 – 34  35 – 44

45 – 55  56 – 64  65 and over  Prefer not to answer

**Q2. Which of the following best describes your ethnic group?**

Choose one option that best describes your ethnic group or background

Arab

Asian/Asian British – Indian

Asian/Asian British – Pakistani

Asian/Asian British – Bangladeshi

Asian/Asian British – Chinese

Asian/Asian British – Any other Asian background

Black/African/Caribbean/Black British – Caribbean

Black/African/Caribbean/Black British – African

Black/African/Caribbean/Black British – British

Black/African/Caribbean/Black British – Any other

Jewish

Latin/South/Central American

Mixed/Multiple ethnic groups – White and Black Caribbean

Mixed/Multiple ethnic groups – White and Black African

Mixed/Multiple ethnic groups – White and Asian

Mixed/Multiple ethnic groups – White and Latin/South/Central American

Mixed/Multiple ethnic groups – Any other Mixed/Multiple ethnic background

White – English

White – Scottish

White – Welsh

White – Northern Irish

White – British

White – Irish

Prefer not to say

Any other ethnic group [please describe – optional]

**Q3. Which of the following best describes how you think about yourself?**

Woman  Man  Non-binary  Prefer not to say

I prefer to self-describe [please describe below – optional]

**Q4. Does the gender you live in match the gender you were assigned at birth?**

Yes  No  Prefer not to say

**Q5. Which of the following best describes your sexual orientation?**

Bisexual  Gay or lesbian  Heterosexual

Queer  Prefer not to say  Prefer to self-describe [Please describe below - optional]

**Q6. Do you consider yourself to have a disability?**

*Whilst you do not have to declare a disability here, Somerset Wildlife Trust is committed to promoting employment opportunities for people with disabilities, who can face additional challenges to gaining employment.*

*As part of our ‘Disability Confident’ employer status, we offer a guaranteed interview to any disabled person who declares a disability and meets the essential criteria for the job.*

Yes  No  Prefer not to say

**Q7. If you are selected for interview, do you require any adjustments to assist you at the interview itself?**

…………………………………………………………………………………………………………………………………………………………….

Continued

**Q8. Which of these qualifications do you have?**

Tick every box that applies if you have any of the qualifications listed.

If your UK qualification is not listed, tick the box that contains its nearest equivalent. If you have qualifications gained outside the UK, please tick the ‘qualifications gained outside the UK’ box, and the nearest UK equivalents (if known).

Apprenticeship

Degree level or above (e.g. degree, foundation degree, HND, HNC, NVVQ level 4 and above, teaching or nursing)

GCSEs or equivalent – 5 or more (A\*- C), O levels (passes) or CSEs (grade 1)

GCSEs or equivalent (Any other GCSEs, O levels or CSEs (any grades) or Basic Skills course

AS, A level or equivalent – 2 or more A levels, 4 or more AS levels

AS, A level or equivalent – 1 A level, 2-3 AS levels

AS, A level or equivalent – 1 AS level

NVQ level 3, BTEC National, OND or ONC, City and Guilds

NVQ level 2, BTEC General, City and Guilds Craft

Any other qualifications, equivalent unknown

Qualifications gained outside the UK

No formal qualifications

**Q9. Do you self-identify as coming from an economically disadvantaged background?**

Yes  No  Prefer not to say  Other [please describe below – optional]

**Q10. Which role are you applying for?**

……………………………………………………………………………………………………………………………………………………

**Q11. Where did you see the vacancy advertised?**

……………………………………………………………………………………………………………………………………………………

**Q12. Does the role require you to manage other staff?**

Yes  No  Not sure

**Q13. Do you have the right to work in the UK?**

Yes  No  Not sure

**Q14. If you are selected for interview you may be required to bring supporting documents to ascertain your right to work in the UK.**

**Please bring with you**

***British Citizens:***

UK passport (still acceptable if the date has expired recently)

OR

Copy of NI Number (P45, P60, NI Card, letter from government agency) **AND** birth or adoption certificate, or certificate of registration or naturalisation as a British Citizen.

***ILR Holders:***

Holders of [Indefinite Leave to Remain](http://www.davidsonmorris.com/indefinite-leave-to-remain/) in possession of a [Biometric Residence Card](http://www.davidsonmorris.com/biometric-residence-permit/)(BRP) that clearly states so, or with an endorsement in their passport which clearly shows there is no time limit on their stay in the UK **AND** Document showing NI Number and name

***European Nationals:***

Please contact [recruitment@somersetwildlife.org](mailto:recruitment@somersetwildlife.org) or call 01823 652400 and we will advise you which documents you will need to bring.

***Thank you for taking the time to complete this form and helping us to ensure the promotion of ethnic diversity within the environment, climate, sustainability and conservation sector.***