**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?**

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

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**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 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.***