# RECRUTIMENT EQUALITY AND DIVERSITY MONITORING FORM

This form is optional, and will be anonymous. The information you give us is confidential. This form will be separated from your application and any information with your details on it. It will not be reviewed by the people who review your application form.

If you choose not to answer these questions, please tick the **‘Prefer not to say’** option so that we are aware of your choice.

We will only use this information to find out which groups we are:

* receiving applications from;
* selecting for interviews;
* appointing to roles.

We ask you about this information because, as an employer and provider of goods and services, the Equality Act says it is important to collect information for us to consider potential discrimination on 9 issues (called “protected characteristics”):

* Age
* Disability
* Gender reassignment
* Marriage or civil partnership
* Pregnancy or maternity
* Race
* Religion or belief
* Sex
* Sexual orientation

We also ask about some additional issues which are relevant to human rights law. Whilst the Human Rights Act does not apply to BIHR, because we are not a public body or delivering a public function, we try to think about discrimination under both equality and human rights law. We have included some questions on discrimination issues that regularly come up in our work. This section is also anonymous and optional; you do not have to complete it. If you choose not to answer these questions, please tick the **‘Prefer not to say’** option so that we are aware of your choice.

## Protected Characteristics under the Equality Act

### AGE: What is your age range?

0– 17

8– 25

26 – 45

46 – 65

66 – 80  81 +

Prefer not

to say

### DISABILITY: Do you consider yourself disabled, as defined in the Equality Act 2010?

The Equality Act defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out ordinary day-to-day activities.

Yes  No  Prefer not to say

### GENDER REASSIGNMENT: Have you reassigned your gender?

Under the Equality Act gender reassignment is when a person identifies as a different sex to the one they were born as, and they take steps to live that identity.

Yes  No  Prefer not to say

If yes, which best describes you?:

Transwoman  Transman  Non-binary

Other:  Prefer not to say

### MARRIAGE OR CIVIL PARTNERSHIP: Are you married or in a civil partnership?

The Equality Act is focuses on discrimination against people who are married or in a civil partnership. It does not apply to people who are: single; in a relationship but not married or in a civil partnership; divorced; or widowed.

Yes  No  Prefer not to say

### PREGNANCY OR MATERNITY: Are you pregnant or have you recently given birth?

Under the Equality Act, maternity means the period after the birth and is linked to maternity leave in the employment context (in the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes unfair treatment due to breastfeeding).

Yes  No  Prefer not to say

### RACE OR ETHNICITY: What is your racial or ethnic group?

|  |  |
| --- | --- |
| Asian or Asian British  Indian  Pakistani  Bangladeshi  Other: | Black or Black British  Caribbean  African  Other: |
| Chinese or Chinese British  Chinese  Other: | Mixed  White and Black Caribbean  White and Black African  White and Asian  Other: |
| Traveller  Gypsy  Irish Traveller  Roma  Other:  Prefer not to say | White  British  English  Welsh  Scottish  Irish  Other: |

### Religion or Belief: What is your religion or belief?

Under the Equality Act this is about whether you have a religion, don’t have a religion, or have a set of strong non-religious beliefs that are important to how you live your life.

|  |  |  |
| --- | --- | --- |
| No religion or belief system | Buddhist | Christian |
| Hindu  Muslim | Humanist  Quaker | Jewish  Sikh |
| Other: | | Prefer not to say |

### SEX: What is your sex?

Under the Equality Act, this is whether you are a man or a woman.

Man  Woman  Prefer not to say

### Sexual Orientation: What is your sexual orientation?

Under the Equality Act, this is whether you are attracted to people who are the same sex as you (Lesbian or Gay) or the opposite sex to you (Straight or Heterosexual) or people of both sexes (Bi-sexual).

Bisexual  Lesbian / Gay woman  Gay man

Straight  Prefer not to say

## Non-discrimination under the Human Rights Act

### What language do you use to communicate with people?

|  |  |
| --- | --- |
| British Sign Language  Welsh  Other: | English  Without talking (non-verbal)  Prefer not to say |

### What is your working situation and/or caring responsibilities?

This is about the work you do, both paid and unpaid (including caring responsibilities) and any benefits you may receive. Multiple options may be relevant to you (or none).

|  |  |
| --- | --- |
| Carer (family or friend)  Unable to work, e.g., ill-health  Retired / semi-retired  Self-employed  Volunteering  Other: | Looking for work  Paid work, full-time  Paid work, part-time  Receiving welfare benefits  Studying or training  Prefer not to say |