**Equality and Diversity Monitoring Form**

**Advent Advocacy LTD** are an equal opportunity employer, we want to meet the aims and commitments set out in our equality policy. This 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 aim of our policy is to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

To ensure that this policy is fully and fairly implemented and monitored, and for no other reason, would you please help us to do this, by completing this form. You are not obliged to do so; it is voluntary and not completing the form will have no impact on how your job application is progressed.

We would like to use your data to ensure that this policy is fully and fairly implemented. We will use your data to compile statistics on the representation amongst our workforce of the categories listed. To use this information, we need your consent. Signing in the space below will indicate that you consent to your data being used for the purposes stated. You may withdraw your consent at any time by contacting Kerry Critchlow. Completion of this form is optional. Any responses you give will assist us in our commitment to equality, diversity, and inclusion in the workplace. Your responses will be kept strictly confidential and will not be used in any decisions affecting you.

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| **Print name:** |  |
| **Date:** |  |
| **Sign:** |  |

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| Please provide the following information:  *Please highlight chosen answer for all questions:* |
| Which of the following best describes your gender?  Male Female Prefer to self-describe Prefer not to say  Option to self-describe, please add here: |
| Gender Identity: Do you identify as trans?  Yes No Prefer your own term Prefer not to say  Option to self-describe, please add here: |
| Is the gender you identify with the same as your gender registered at birth?  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 highlight appropriate answer:  Asian or Asian British  Indian Pakistani Bangladeshi Chinese Prefer not to say  Any other Asian background, please write in:  Black, African, Caribbean or Black British  African Caribbean Prefer not to say  Any other Black, African, or Caribbean background, please write in:  Mixed or Multiple ethnic groups  White and Black Caribbean White and Black African White and Asian Prefer not to say  Other Mixed or Multiple ethnic background, please write in:  White  English Welsh Scottish Northern Irish Irish British Gypsy or Irish Traveller Prefer not to say  Any other White background, please write in:  Other ethnic group  Arab Prefer not to say  Any other ethnic group, please write in:  Do you consider yourself to have a disability or health condition?  Yes No Prefer not to say  What is the effect or impact of your disability or health condition on your work? Please write in here:  *The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your HR team, or the manager running the recruitment process if you are a job applicant.*  Which of the following best describes your sexual orientation?  Heterosexual Gay Lesbian Bisexual  Prefer to self-describe Prefer not to say  Option to self-describe, please add 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 write in:  Do you have caring responsibilities? If yes, please highlight all that apply  None  Primary carer of a child/children (under 18)  Primary carer of disabled child/children  Primary carer of disabled adult (18 and over)  Primary carer of older person  Secondary carer (another person carries out the main caring role)  Prefer not to say |