# **Diversity and Inclusion Monitoring Form**

This section of the application process will be detached and will not be used in the selection process or for any other use other than this purpose. Delic recognises and actively promotes the benefits of a diverse workforce and is committed to treating all employees with dignity and respect regardless of race, gender, disability, age, sexual orientation, religion or belief. We therefore welcome applications from all sections of the community.

It would assist us greatly if you would complete this monitoring form so that we can use the information for statistical purposes to monitor the implementation of our Equal Opportunity and Diversity policies.

# **Gender**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Male |  | Female |  | Prefer not to say |  |

**Age**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 18-24 |  | 25-34 |  | 34-44 |  | 45-54 |  | 55-64 |  | 65+ |  |

**Ethnicity** Ethnic origin categories are not about nationality, place of birth or citizenship. They are about the group to which you as an individual perceive you belong. Please indicate your ethnic origin by ticking the appropriate box below.

|  |  |  |  |
| --- | --- | --- | --- |
| Arab – Middle Eastern |  | Mixed – White and Asian |  |
| Arab – North African |  | Mixed – White and Black African |  |
| Asian or Asian British – Bangladeshi |  | Mixed – White and Caribbean |  |
| Asian or Asian British – Indian |  | Other Black background |  |
| Asian or Asian British – Pakistani |  | Other Ethnic background |  |
| Black or Black British – African |  | Other Mixed background |  |
| Black or Black British – Caribbean |  | Other White background |  |
| Chinese |  | If ‘other’ ticked, please specify if you wish: |  |
| Japanese |  | White – British |  |
| Latin American |  | White – Irish |  |
|  |  | Prefer not to say |  |

**Sexual orientation -** Please tick the boxes which describe you most closely.

|  |  |  |  |
| --- | --- | --- | --- |
| Persons of the opposite sex |  | Persons of the same sex |  |
| Persons of the same and opposite sex |  | Prefer not to say |  |
|  |  |  |  |

**Religion or belief -** Please tick the boxes which describe you most closely.

|  |  |  |  |
| --- | --- | --- | --- |
| Buddhist |  | Sikh |  |
| Christian |  | Other (please detail below:)) |  |
| Hindu |  |  |  |
| Jewish |  | No religion |  |
| Muslim |  | Prefer not to say |  |

**Disability** The Equality Act 2010 defines disability as ‘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.’ Long term in this context means likely to last longer than 12 months or likely to recur. Please note that cancer, HIV and multiple sclerosis are covered by the Act from the point of diagnosis.

# **Do you have a disability as defined in the Equality Act 2010?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Yes |  | No |  | Prefer not to say |  |

**If yes, please state the nature of your disability or long-term condition:**



Thank you for taking the time to complete this form.