**Positive Action For Refugees and Asylum Seekers (PAFRAS)**

# EQUALITY AND DIVERSITY MONITORING FORM

**This form will be separated from your application form prior to short-listing.**

PAFRAS is committed to a policy of equality in employment and will assess applicants for jobs on merit without regard to race, colour, ethnic or national origin, religion, age, sex, sexuality, gender reassignment, HIV status, physical or mental disability or marital status.

Procedures designed to avoid the possibility of discrimination at each stage of the recruitment process have been introduced. As part of this exercise, you are asked to complete the following monitoring form. This monitoring form will allow us to evaluate how successful our effectiveness as an Equal Opportunities employer has been, and will only be used for monitoring and statistical purposes and will be treated confidentially.

All personal data supplied on this form which is subsequently stored on a computer is subject to the provisions of GDPR

Post applied for: ………………………………………………. Date: ……………………….

Please tick as appropriate

**Age:**

16-25 [ ]

26-35 [ ]

36-45 [ ]

46-55 [ ]

56+ [ ]

Prefer not to say [ ]

**Gender Identity**

Which of the following options best describes your gender identity?

Female [ ]

Male [ ]

Something else [ ]

No gender identity [ ]

Prefer not to say [ ]

Is your gender identity the same as your sex registered at birth?

Yes [ ]

No [ ]

Prefer not to say [ ]

**Sexual Orientation**

Which of the following options best describes how you think of yourself?

Heterosexual or Straight [ ]

Gay or Lesbian [ ]

Bisexual [ ]

Other sexual orientation not listed [ ]

Prefer not to say [ ]

**Ethnicity**

Please select what you consider your ethnic origin to be. Ethnicity is distinct from nationality.

|  |  |  |
| --- | --- | --- |
| **Asian/Asian British** | **Black/African/Caribbean/ Black British** | **Other ethnic group** |
| ☐Indian  ☐Pakistani  ☐Bangladeshi  ☐Chinese  ☐Any other Asian background | ☐Caribbean  ☐African  ☐Any other Black/African/Caribbean background | ☐Arab  ☐Any other ethnic group |
| **Mixed/multiple ethnic groups** | **White** | **Prefer not to say** |
| ☐White and Black Caribbean  ☐White and Black African  ☐White and Asian  ☐Any other mixed/multiple ethnic background | ☐English  ☐Northern Irish  ☐Scottish  ☐Welsh  ☐British  ☐Irish  ☐Gypsy  ☐Irish Traveller  ☐Any other White background | ☐Prefer not to say |

|  |
| --- |
| **Religion / belief**  Please state what you consider your religion or belief to be: |
| ☐No religion |
| ☐Buddhist |
| ☐Christian |
| ☐Hindu |
| ☐Jewish |
| ☐Muslim |
| ☐Sikh |
| ☐Atheist |
| ☐Any other religion |
| ☐Prefer not to say |

Please state where you saw the advertisement for this vacancy

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

**Disability**

Do you consider yourself to be a disabled person/someone who has a disability or health condition?

Yes [ ]

No [ ]

Prefer not to say [ ]

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with the person running the recruitment process.

If you are invited for interview, would you require us to make any special arrangements, for example- arrange for an interpreter or signer to be present, ensure wheelchair access? If yes please give details.