**Strictly Private and Confidential**

**EQUAL OPPORTUNITIES MONITORING INFORMATION**

**This anonymous form will be separated from your application on receipt and will remain under confidential file within Human Resources. It will not be shown to the selection panel.**

It is a fundamental principle of all Voluntary Norfolk policies that all people are equally valued regardless of their race, colour, nationality, ethnic origin, national origin, religion, belief, gender, marital/civil partner status, sexual orientation, gender reassignment, age, disability, trade union membership and part/fixed-term employment status.

We are committed to eliminating discrimination and to the development of positive practices to promote dignity, equal opportunities, diversity and anti-discriminatory practice in all aspects of employment. Our aim is that our workforce will be representative of all sections of society and that every employee feels respected and able to give of their best.

Further information on how we will collect and process your personal data can be found in our *Privacy Notice for Job Applicants*, which is available on our website [www.voluntarynorfolk.org.uk/about/privacy-policy](http://www.voluntarynorfolk.org.uk/about/privacy-policy)

To help us ensure candidates are selected and treated on the basis of merit and abilities and that no unfair or unlawful discrimination takes place, please complete the form below.

|  |  |
| --- | --- |
| Post applied for |  |

|  |  |
| --- | --- |
| How did you hear about this vacancy? |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender** | |  | **Marital Status** | |
|  | Male |  |  | Single |
|  | Female |  |  | Married |
|  | Prefer not to say |  |  | Civil Partnership |
|  |  |  |  | Separated |
|  |  |  |  | Divorced |
|  |  |  |  | Other – *please specify:* ……………………… |
|  |  |  |  | Prefer not to say |

|  |  |
| --- | --- |
| Date of birth |  |

|  |  |
| --- | --- |
| Country of birth |  |

|  |  |
| --- | --- |
| Nationality |  |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Disability** | | | | | | | | | |
| The Equality Act 2010 defines a disability as *‘...a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities.’* | | | | | | | | | |
| According to this definition, do you consider yourself to have a disability? | | | | | | | | | |
|  | Yes |  |  | | No | |  | Prefer not to say | |
| Please provide additional information as you consider appropriate | | | |  | | | | | |
|  |  | | | | | | | | |
| **Sexual Orientation** | | | | | | | | | |
|  | Bisexual | | | | |  | | | Heterosexual/Straight |
|  | Homosexual | | | | |  | | | Prefer not to say |
|  | Other – *please specify* ……………………... | | | | | | | |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Religion and Belief** | | | | |
| Please indicate the religion/belief that describes you best*This list is not meant to be exhaustive, so please specify if your religion/belief is not listed* | | | | |
|  | Buddhist |  | Christian | |
|  | Hindu |  | Jew | |
|  | Muslim |  | Sikh | |
|  | Noreligion/belief |  | Prefer not to say | |
|  | Other religion/belief – *please specify: …………………………* | | |  |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Ethnic Origin** | | | | | | | | |
| Ethnic origin questions are not about nationality, place of birth or citizenship. They are concerned with colour and broad ethnic group. UK citizens can belong to any of the groups indicated. **Please indicate the ethnic origin that describes you best** | | | | | | | | |
| *This list is not exhaustive, so please specify if your ethnic origin is not listed.* | | | | | | | | |
| **White** | | | **Asian or Asian British** | | | **Mixed Heritage** | | |
|  | British | |  | Indian | |  | White & Black Caribbean | |
|  | English | |  | Pakistani | |  | White & Black African | |
|  | Scottish | |  | Bangladeshi | |  | White & Asian | |
|  | Welsh | |  | Other Asian Origin | |  | Other Mixed Origin | |
|  | Irish | |  | *please specify:* | |  | *please specify:* | |
|  | Italian | |  | ……………………….. |  |  | …………………………… |  |
|  | Portuguese | |  |  | |  |  | |
|  | Other White Origin | |  | **Black or Black British** | | **Other Ethnic Groups** | | |
|  | *please specify:* | |  | Caribbean | |  | Chinese | |
|  | …………………… |  |  | African | |  | Japanese | |
|  | | |  | Other Black Origin | |  | Other Ethnic Group | |
|  | | |  | *please specify:* |  |  | *please specify:* |  |
|  | | |  | *………………………..* |  |  | *…………………………….* |  |
|  | | | | | | | | |