



Equality & Diversity Monitoring Form

Kingsgrove Community Hub wants to meet the aims and commitments set out in its 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.

KCH needs your help and co-operation to enable us to do this, but filling in this form is voluntary. The information provided is **strictly confidential** and will not be made available to those involved in short listing or the selection process, or for any purpose other than monitoring and statistical reporting.

If you have any questions about the form, please contact us at: hello@thehub.org.uk.

In a separate email to your application, please return the completed form to hello@thehub.org.uk.

Sex & Gender Identity

What is your sex?

- Female
- Male
- Prefer not to say

Is the gender you identify with the same as your sex registered at birth?

- Yes
- No
- Prefer not to say

If the gender you identify with is not the same as your sex registered at birth, please write in:

Age

What is your age?

- | | | |
|--------------------------------|--------------------------------|--------------------------------|
| <input type="checkbox"/> 16-24 | <input type="checkbox"/> 30-34 | <input type="checkbox"/> 40-44 |
| <input type="checkbox"/> 25-29 | <input type="checkbox"/> 35-39 | <input type="checkbox"/> 45-49 |



- 50-54
- 55-59

- 60-64
- Over 65

- Prefer not to say

Ethnicity

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 tick the appropriate box:

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background, please write in:

Black, African, Caribbean, or Black British

- African
- Caribbean
- 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
- Any other Mixed or Multiple ethnic background, please write in:

White

- English / Welsh / Scottish / Northern Irish
- Irish
- Gypsy or Irish Traveller
- Roma
- Any other White background, please write in:

Other ethnic group

- Arab
- Any other ethnic group, please write in:



Disabilities

A disabled person is defined under the Equality Act 2010 as someone with a 'physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.'

Do you consider yourself to be disabled under the Equality Act 2010?

- Yes
- No
- Prefer not to say

If yes, please answer the following question; otherwise proceed to the next section.

Please indicate by ticking the appropriate box, mark all that applies.

- Hearing impairment
- Visual impairment
- Speech impairment
- Mobility impairment
- Physical co-ordination difficulties
- Reduced physical capacity
- Severe disfigurement
- Learning difficulties (e.g. dyslexic)
- Mental ill health
- Progressive conditions
- Other (please specify):

The Equality Act 2010 requires all employers to make reasonable adjustments for disabled employees.

Should you be successful in your appointment to the post, do you require any reasonable adjustments to be put in place?

The information in this form is for monitoring purposes only. If you believe you need a 'reasonable adjustment', then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.

Do you have any caring responsibilities? If yes, please tick 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

Sexual Orientation

What is your sexual orientation?

- | | |
|---------------------------------------|--|
| <input type="checkbox"/> Heterosexual | <input type="checkbox"/> Asexual |
| <input type="checkbox"/> Gay | <input type="checkbox"/> Pansexual |
| <input type="checkbox"/> Lesbian | <input type="checkbox"/> Undecided |
| <input type="checkbox"/> Bisexual | <input type="checkbox"/> Prefer not to say |

If you prefer to use your own identity, please write in:

Religious Beliefs

What is your religion or belief?

- | | |
|--|--|
| <input type="checkbox"/> No religion or belief | <input type="checkbox"/> Jewish |
| <input type="checkbox"/> Buddhist | <input type="checkbox"/> Muslim |
| <input type="checkbox"/> Christian | <input type="checkbox"/> Sikh |
| <input type="checkbox"/> Hindu | <input type="checkbox"/> Prefer not to say |

If other religion or belief, please write in:

Working Patterns

What is your current working pattern?

- Full-time
- Part-time
- Prefer not to say

What is your current flexible working arrangement?



- None
- Flexi-time
- Staggered hours
- Term-time hours
- Annualised hours

- Job-share
- Flexible shifts
- Compressed hours
- Homeworking
- Prefer not to say

If other, please write in:

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