

**Equality & Diversity monitoring questionnaire**

**Monitoring Form - Employees**

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##### Monitoring ethnicity

Monitoring the diversity of our applicants and staff is an essential part of AUKE commitment to Equalities and Diversity. Please complete this form and return it with your application form. It is entirely confidential and will not be made available to those involved in shortlisting or the selection process, or for any purpose other than monitoring and statistical reporting

**Monitoring questions:**

**How would you describe yourself?**

Choose ONE section from A to E, and then tick the appropriate box

A  Asian or Asian British

Bangladeshi

Indian

Pakistani

Any other Asian background, please state .......................

B  Black or Black British

African

Caribbean

Any other Black background, please state .......................

C  Chinese or other ethnic group

Chinese

Any other, please state .......................

D  Mixed Heritage

White and Asian

White and Black African

White and Black Caribbean

Any other Mixed background, please state ......................

E  White

British

White Turkish

Turkish Cypriot

White Kosovan

White Albanian

Gypsy / Roma

Irish

Scottish

Welsh

Any other White background, please state ......................

F  Prefer not to say

**Disability monitoring**

*NB. The Disability Discrimination Act 1995 defines a disability as:*

*“a physical or mental impairment which has substantial and long-term (lasting more than 12 months) adverse effect on your day to day living.”*

**For Applicants with a Physical, Sensory or Visual Disability**

Please indicate in this section if you need any assistance because of a disability you may have. Please state carefully what help you may need, either at the interview stage or, if you were offered the post, in the performance of the duties of the job.

**Monitoring questions:**

**Do you consider yourself to have a disability or a long-term health condition?**

Yes  No

**What is the effect or impact of your disability or health condition?**

Prefer not to say

**Gender monitoring**

Gender monitoring is key to ensuring that all employees have access to the same opportunities and Age UK Enfield is committed to work at achieving this.

**Would you describe yourself as:**

Male  Female  Prefer not to say

Is your gender identity the same as at birth

Yes  No  Prefer not to say

**Religion**

Age UK Enfield is committed to ensuring fairness and equal access to all employees whatever their faith or beliefs.

If you wish you may disclose information about yourself in this section:

**Religion:** ………………………………………………………………………………

Age UK Enfield is committed to ensuring fairness and equal access to all employees whatever their sexual orientation.

**Sexual Orientation**:………………………………………………………………….

**Age monitoring**

We all have an age. Age discrimination regulations in the workplace are designed to ensure that you are judged only by your abilities and not your age.

**Monitoring question:**

**What is your Date of Birth?**

--/--/---- (dd/mm/year)

**Monitoring question:**

**Is there anyone who relies on you for day to day care and attention?**

*(This question is recommended by the Equal Opportunities Commission and will help us review our flexible working policies.)*

Yes  No

If **Yes**, are they :

Children: aged 0-5 Date(s) of Birth:…………….………….…..…………….

6-11 Date(s) of Birth:…………….………..…….…………….

12-18 Date(s) of Birth:………………………………………….

**and/or**

A family member / partner (please specify): ………………………………..………………