**Recruitment Analysis Form **

Switchback aims to ensure that all applications are treated fairly – regardless of gender, race, ethnic or national origin, disability, sexual orientation, gender identity, age, social class, language, religion, education or family/marital status.

The answering of these questions is optional, anonymous and will not affect your application. The information provided helps us to monitor the effectiveness of our diversity and inclusion policy. The information you provide will be used for statistical monitoring purposes only.

**Full job title of post applied for**:

|  |  |
| --- | --- |
| **Where did you see this post advertised or how did you learn of this position?** |  |

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| --- | --- | --- | --- | --- | --- | --- |
| **Gender** | Woman |  | Man |  | Non-binary |  |
|  | Intersex |  | Prefer not to say |  | Other |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Are you married or in a civil partnership?** | Yes |  | No |  |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **What is your ethnic group?** Choose the appropriate box to indicate your cultural background. | | | | | | | | |
| **A.** Asian or Asian British | Bangladeshi |  | | Indian |  | | Pakistani |  |
| Other Asian background, please specify: | | | | | | | |
| **B.** Black or Black British | African |  | | Caribbean |  | | Other black background,  please specify: | |
| **C.** Chinese or other ethnic background | Chinese |  | | Other ethnic background,  please specify: | | | | |
| **D.** Mixed | White and  Asian |  | | White and  Black African |  | | White and  Black Caribbean |  |
| Other mixed background, please specify: | | | | | | | |
| **E.** White | British/Irish | |  | White |  | Other white background,  please specify: | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **How would you describe your nationality?** | | | | | |
| British |  | English |  | Irish |  |
| Scottish |  | Welsh |  | Other, please specify: |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Which age group do you belong to?** | | | | | |
| 16 to 25 |  | 26 to 35 |  | 36 to 45 |  |
| 46 to 55 |  | 56 to 65 |  | Over 65 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What is your sexual orientation?** | | | | | |
| Bisexual |  | Gay man |  | Gay woman/lesbian |  |
| Heterosexual/straight |  | Other |  | Prefer not to say |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **How would you describe your religion or belief?** | | | | | |
| Buddhist |  | Christian |  | Hindu |  |
| Jewish |  | Muslim |  | Non-religious |  |
| Sikh |  | Other, please  specify: |  | Prefer not to say |  |

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| --- | --- | --- | --- | --- |
| **Do you have caring responsibilities?** | Yes |  | No |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Were you educated at a fee-paying school?** | Yes |  | No |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Do you consider yourself to have a disability as defined by the Disability Discrimination Act?**  This defines a 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’ | | | | |
| Yes |  | No |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Do you or your immediate family have lived experience of the criminal justice system (e.g. arrest, caution or criminal conviction)?** | | | | | |
| Yes - myself |  | Yes – immediate family |  | No |  |

**ends**