

# Equal Opportunities Monitoring Form

Women and Girls Network is committed to ensuring equality within its recruitment and selection practices. 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.

We need your help to identify possible inequalities and barriers to employment and we appreciate your co-operation in completing this voluntary form. The information provided will be kept confidential and will be used for monitoring purposes. Women and Girls Network has a diverse workforce, and we are committed to ensuring that our staff reflect the communities we serve.

Please return the completed form along with your application form.

**Applications submitted without this form will not be considered.**

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**Gender Identity**

[ ] Woman

[ ] Intersex

[ ] non-binary

[ ] Prefer not to say

If you prefer to use your own term, please specify hereClick or tap here to enter text.

**Age**

[ ] 16-24 [ ] 25-29 [ ] 30-34

[ ] 35-39 [ ] 40-44 [ ] 45-49

[ ] 50-54 [ ] 55-59 [ ] 60-64

[ ] 65 [ ] Prefer not to say

**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

**Black, Black British, African, or Caribbean**

[ ] African

[ ] Caribbean

[ ] Any other Black background:Click or tap here to enter text.

**Mixed or Multiple Ethnic Groups**

[ ] White and Black African

[ ]  White and Black Caribbean

[ ]  Any other Mixed background: Click or tap here to enter text.

**White**

[ ] English/Welsh/Scottish/Northern Irish/British

[ ]  Irish

[ ]  Gypsy or Irish Traveler

[ ]  Any other White background:Click or tap here to enter text.

**Asian or Asian British**

[ ]  Indian

[ ]  Pakistani

[ ]  Bangladeshi

[ ]  Chinese

[ ]  Any other Asian background: Click or tap here to enter text.

**Other Ethnic Group**

[ ] Arab

[ ]  Any other ethnic group: Click or tap here to enter text.

[ ]  Prefer not to say

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

[ ] Yes

[ ]  No

[ ]  Prefer not to say

**What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in the box below:**

Click or tap here to enter text.

**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.**

**What is your sexual orientation?**

[ ] Heterosexual

[ ]  Lesbian

[ ]  Bisexual

[ ]  Prefer not to say

**If you prefer to use your own term, please write in the box below:**

Click or tap here to enter text.

**What is your religion or belief?**

[ ]  No religion or belief

[ ]  Christian (including all denominations)

[ ]  Muslim

[ ]  Hindu

[ ]  Buddhist

[ ]  Sikh

[ ]  Jewish

[ ]  Other religion or belief (please specify):Click or tap here to enter text.

[ ]  Prefer not to say

**Do you have 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

**Socio-economic background**

These questions aligns with our principles of intersectionality, we recognise that individual experience overlapping systems of oppression or privilege based on factors such as race and socio-economic status. This data will enable us identify and address inequalities in recruitment and actively dismantle oppressive systems.

**What type of school did you mainly attend between ages of 11 and 16**

[ ]  State school (non-selective)

[ ]  State school (non-selective e.g., grammar school)

[ ]  Independent/private school (paid fees, no bursary)

[ ]  Independent/private school (with bursary or scholarship)

[ ]  Attended school outside the UK

[ ]  Prefer not to say

**What type of work did your parent or caregiver with the highest income do in your house when you were 14 years of age?**

[ ] Higher managerial, administrative, or professional (e.g., doctor, lawyer, CEO)

[ ]  Intermediate (e.g., teacher, nurse, police officer)

[ ]  Routine/manual (e.g., shop assistant, driver, cleaner, factory worker)

[ ]  Long-term unemployed or never worked

[ ]  Don’t know/prefer not to say

**Were you eligible for free school meals during your education?**

[ ]  Yes

[ ]  No

[ ]  Don’t know/prefer not to say

**What was your primary living situation growing up?**

[ ]  Yes

[ ]  No

[ ]  Prefer not to say

**Housing Situation While Growing Up:**

[ ]  Owned property (including mortgage)

[ ]  Rented from private landlord

[ ]  Rented from council/housing association

[ ]  Lived in care (e.g., foster care, children’s home)

[ ]  Prefer not to say

[ ]  Other: Click or tap here to enter text.

**Are you the first in your family to attend university or attain a professional role?**

[ ]  Yes

[ ]  No

[ ]  Prefer not to say

**Where did you see this post advertised?**

Click or tap here to enter text.