**Optional Equality and Diversity Form**

**Please tick this box to confirm your consent for BWL to use the following data for monitoring and evaluation purposes 🞎**

**Equal Opportunities in Employment Policy:** BWL is committed to the principles and practices of equal opportunities, both as an employer and in the delivery of services. Employment opportunities, programmes, products and services are available to all sections of the community. We are an equal opportunities employer, and we intend that no job applicant or employee shall receive less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, colour, nationality and national origin), religion or belief, sex or sexual orientation or by any other condition or requirement that cannot be shown to be justifiable.

**Monitoring:** You are requested to tick the relevant boxes below to enable BWL to monitor its equality and diversity. This information is used for no other purposes and will be separated from your application form and treated as confidential. BWL respects a person’s right not to disclose such information related to the protected characteristics. Giving information in this section is, therefore, not compulsory.

**Role applied for: ­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**1 Ethnic Origin**

Choose one category from A–F and then tick the appropriate box to indicate your cultural background:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **A**  **B** | **White** British English Irish Scottish Welsh Gypsy or Irish Traveller Any other white background:  **Mixed** White and black Caribbean White and black African White and Asian Any other mixed background: | 🞎  🞎  🞎  🞎  🞎  🞎  🞎  🞎  🞎  🞎 | **C**  **D**  **E**  **F** | **Asian or Asian British**  Indian  Pakistani  Bangladeshi  Chinese  Any other Asian background:  **Black or black British**  Caribbean  African  Any other black background:  **Other ethnic group:**  Arab  Any other background:  **Prefer not to say** | 🞎  🞎  🞎  🞎  🞎  🞎  🞎  🞎  🞎  🞎  🞎  🞎 |

**2 Disability**

The Disability Discrimination Act (2005) defines a disabled person as anyone with “a physical or mental impairment that has a substantial and long-term adverse effect upon his/her ability to carry out normal day-to-day activities”.

Do you consider yourself to have a disability?

Yes 🞎 No 🞎 Prefer not to say 🞎

If yes, what is the nature of your disability?

**3 Gender**

Gender monitoring is key to ensuring

that all employees have access to the

same opportunities, and BWL is committed to working to achieving this.

Male 🞎 Female 🞎 Prefer not to say 🞎

**4 Age Group**

Age discrimination regulations in the workplace are designed to ensure that you are judged

only by your abilities and not your age. By monitoring age, we seek to uncover these and other assumptions in the way we work. Therefore, please tick the appropriate box to indicate your age band:

<15 🞎 15–20 🞎

21–25 🞎 26–30 🞎

31–35 🞎 36–40 🞎

41–50 🞎 51–60 🞎

61–70 🞎 70+ 🞎

Prefer not to say 🞎

**5 Sexual Orientation**

Monitoring sexual orientation in our staff and recruits is a significant step towards acknowledging gay, lesbian and bisexual staff within BWL. BWL seeks to become an exemplary employer and ensure its processes and practices are fair to all staff.

Bisexual 🞎

Gay man 🞎

Gay woman/lesbian 🞎

Heterosexual/straight 🞎

Other 🞎

Prefer not to say 🞎

**6 Religion**

BWL is committed to ensuring fairness and equal access for all employees whatever their faith or beliefs. Below is a list of religions that are those most commonly found in Britain. Please tick the box that best describes you:

Buddhist 🞎

Christian 🞎

Hindu 🞎

Jew 🞎

Muslim 🞎

Sikh 🞎

Other 🞎

Please state:

No religion 🞎

Prefer not to say 🞎

**7 Marriage and Civil Partnership**

Please advise if you are currently married or in a civil partnership:

Married 🞎

Civil partnership 🞎

Single 🞎

In a partnership 🞎

Prefer not to say 🞎

**8 Gender Reassignment**

Please advise if you are any of the following:

Transsexual with acquired 🞎

gender of male

Transsexual with acquired 🞎

gender of female

Neither 🞎

Prefer not to say 🞎