EQUAL OPPORTUNITIES MONITORING FORM

Latin Elephant wants to meet the aims and commitments set out in its Equality and Diversity 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.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary. The information provided will be kept confidential and will be used for monitoring purposes.

This page will be stored and monitored separately and the information you provide will not be used as part of the selection procedure.
Information on this form will be kept separate from the application form and CV.

If you have any questions about the form contact Natalia Perez Natalia@latinelephant.org

Please return the completed form to

Gender

Female ☐ Male ☐ Intersex Male ☐ Non-binary ☐ Prefer not to say ☐

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

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

Yes ☐   No ☐   Prefer not to say ☐

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

Other ethnic group
Latin American ☐ Arab ☐ Prefer not to say ☐
Any other ethnic background, please write in:

Mixed or Multiple ethnic groups
White and Black Caribbean ☐ White and Black African   ☐ White and Asian
Prefer not to say ☐
Any other Mixed or Multiple ethnic background, please write in:

Asian or Asian British
Indian ☐   Pakistani ☐ Bangladeshi ☐   Chinese ☐ Prefer not to say   ☐
Any other Asian background, please write in:

Black, African, Caribbean or Black British
African ☐ Caribbean ☐ Prefer not to say   ☐
Any other Black, African or Caribbean background, please write in:

White
English ☐   Welsh ☐   Scottish ☐ Northern Irish ☐   Irish ☐
British ☐   Gypsy or Irish Traveller ☐   Prefer not to say ☐
Any other White background, please write in:

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 work? Please write in here:

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 ☐ Gay ☐ Lesbian ☐ Bisexual ☐ Asexual ☐ Pansexual ☐ Undecided ☐ Prefer not to say ☐

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

What is your religion or belief?

No religion or belief ☐ Buddhist ☐ Christian ☐ Hindu ☐ Jewish ☐ Muslim ☐ Sikh ☐ Prefer not to say If other religion or belief, please write in:

What is your working pattern?

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

What is your 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:

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 ☐