**Equality & diversity monitoring form**

BWC 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.

Please complete this form as part of your application to enable us to monitor each selection stage. The information will not be shared with the shortlisting panel, it will only be used for providing our overall recruitment statistics and is not reported on an individual basis. All personal data supplied on this form will remain confidential and will be managed in accordance with the General Data Protection Regulation.

Please return the completed form marked ‘Strictly Confidential’ on a separate email to: [rubina.bhugaloo@bwcharity.org.uk](mailto:rubina.bhugaloo@bwcharity.org.uk)

**What best describes your gender?**

Man  Woman  Non-binary  Prefer not to say

If you prefer to describe in another way, please describe ……………………………………

**What is your age?**

16-20 21-29  31-39  40-49  50-59 60-69  70+  Prefer not to say

**What best describes your ethnic group?**

***Asian/Asian British***

Indian  Pakistani  Bangladeshi  Chinese

Any other Asian background, please describe: ………………………………………………………………………

***Black/ Black British/ African/ Caribbean***

African  Caribbean

Any other Black/Black British/African/Caribbean background, please describe: ………………………………………………………..

***Mixed/multiple ethnic groups***

White and Black Caribbean  White and Black African  White and Asian

Any other mixed or multiple ethnic background, please describe: ……………………………………….................................

***White***

English , Welsh, Scottish, Northern Irish or British  Irish  Gypsy or Irish Traveller

Any other white background, please describe: …………………………………………………………………………..

***Other ethnic group***

Arab  Any other ethnic group, please state: ………......................................

Prefer not to say

**Do you have any physical or mental health condition or illnesses lasting or expected to last 12 months or more?**

Yes No  Prefer not to say

**Do any of your conditions or illnesses reduce your ability to carry out day to day activities?**

Yes No  Prefer not to say

**Do you look after, or give help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?**

Yes No  Prefer not to say

**Which of the following best describes your sexuality?**

Heterosexual/straight  Gay or lesbian  Bisexual  Prefer not to say

If you prefer to self describe in another way, please describe ………………………………………

**What is your religion?**

No religion  Buddhist  Christian  Hindu  Jewish

Muslim  Sikh  Prefer not to say

Any other religion or belief, please describe: …………………………………………………………………….

**What was the occupation of your main household earner when you were about aged 14?**

**Modern professional & traditional professional occupations**

such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.

**Senior, middle or junior managers or administrators**

such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.

**Clerical and intermediate occupations**

such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.

**Technical and craft occupations**

such as: motor mechanic, plumber, printer, electrician, gardener, train driver.

**Routine, semi-routine manual and service occupations**

such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.

**Long term unemployed**

(claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year).

**Small business owners**

who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.

**Other**

such as: retired, this question does not apply to me, I don’t know.

**I prefer not to say**