

# EQUALITY MONITORING QUESTIONNAIRE



The Council is committed to recruiting, retaining and developing a workforce that reflects the communities that we serve. The Equality Act 2010 places certain duties on us as an employer and the purpose of this monitoring questionnaire is to gather information that will enable us to assess the impact of our recruitment and employment policies and practices, and improve them where we can.

The information you supply will NOT form part of your application or be used at any stage of the selection process. All information you choose to provide will be treated with the strictest of confidence and handled in accordance with the principles of the Data Protection Act 1998.

Applicant data is stored on a secure HR database and retained for monitoring and statistical purposes only. Data relating to successful applicants is stored for the duration of employment with the Council and used for monitoring and statistical purposes only. Access to this information is restricted to staff involved in the processing and monitoring of the equality and diversity data. You may withdraw your consent to the holding of equal opportunity monitoring data at any time.

Under the Equality Act the protected characteristics are age, gender reassignment, sex, race, disability, pregnancy and maternity, marital or civil partnership status, sexual orientation and religion or belief.

## THIS FORM IS NOT PART OF THE SELECTION PROCESS

### PERSONAL INFORMATION

Forename(s) in full: ..... Surname: .....

Post applied for: ..... Employee No/Applicant Ref. No: .....

Job reference number: ..... Department: .....

Preferred Title: Mr / Mrs / Miss / Ms / (Other).....

Where did you see this position advertised? .....

What is your date of birth? (Please state) ..... DD/MM/YYYY

What is your gender?

Male  Female

At birth, were you described as: (please tick one option)

Male  Female  Intersex  I prefer not to say

Which of the following describes how you think of yourself? (please tick one option)

Male  Female  In another way .....

Are you currently pregnant or have you been pregnant in the last year?

Yes  No  Prefer not to say

Have you taken maternity leave in the last year

Yes  No

Are you married or in a civil partnership? Yes  No  I prefer not to say

**HOW WOULD YOU DESCRIBE YOUR HEALTH?**

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

Yes  No  I prefer not to say

Does your condition(s) or illness(es) reduce your ability to carry out day to day activities?

Yes, a lot  Yes, a little  Not at all  I prefer not to say

**INFORMATION ON NATIONAL IDENTITY IN WALES IS CATEGORISED BY ASKING THE FOLLOWING QUESTION; How would you describe your national identity?**

Welsh  English  Scottish  Northern Irish  British

Other (Please describe) ..... I prefer not to say

**WHAT IS YOUR ETHNIC GROUP?**

Choose one selection from a. to f. then tick the appropriate box to indicate your cultural background.

**a. White**

British/English/Northern Irish/ Scottish/Welsh   
 Irish   
 Gypsy or Irish Traveller   
 Any other White background (please describe)   
 .....

**d.Asian/Asian British**

Indian   
 Pakistani   
 Bangladeshi   
 Chinese   
 Any other Asian background (please describe)   
 .....

**b. Mixed/Multiple ethnic group**

White and Black Caribbean   
 White and Black African   
 White and Asian   
 Any other Mixed/Multiple ethnic background (please describe) .....

**e. Other ethnic group**

Arab   
 Any other ethnic background (please describe) .....

**c. Black/African/Caribbean/Black British**

African   
 Caribbean   
 Any other Black/African/Caribbean background (please describe) .....

**f. I prefer not to say**

**WHAT IS YOUR SEXUAL ORIENTATION?**

Bisexual  Gay man  Gay woman/Lesbian  Heterosexual/straight

I prefer not to say  Other .....

**WHAT IS YOUR RELIGION OR BELIEF?**

No religion  Christian (all denominations)  Buddhist  Hindu  Jewish  Muslim

Sikh  Any other religion or belief (Please state) .....

I prefer not to say

**THANK YOU FOR COMPLETING THIS FORM**