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**Mankind UK Diversity and Monitoring Form**

Mankind UK are committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of any aspect of their identity. This form is intended to help us maintain equal opportunities best practice and identify barriers to workforce equality and diversity. All questions are optional.

The information on this form will be used for monitoring purposes only and will not be attached to your application when shortlisting and will not be used in any decision affecting you.

Please return this form along with the Application Form to admin@mkcharity.org

*Please answer with text or by marking the appropriate box with a X*

*Please leave blank any questions you would prefer not to answer.*

**Gender**

What is your gender identity? ...................................................

Is your gender identity the same as your gender/sex assigned at birth?

| Yes |  |
| --- | --- |
| No |   |
| Prefer not to say |   |

**Marital status**

What is your marital status?

| Married or in a civil partnership |  |
| --- | --- |
| Single |   |
| Other |   |
| Prefer not to say |   |

**Ethnic group**

(Relates to a sense of identity/belonging on the basis of race/culture, not place of birth or citizenship.) Please let us know how you describe yourself by marking the appropriate box included under Section(s) A to E.

Please select all that apply to you.

| **A White:** |   |
| --- | --- |
| British |   |   |
| Northern Irish |   |   |
| Scottish |   |   |
| Welsh |   |   |
| English |   |   |
| Irish |   |   |
| Roma / Gypsy |   |   |
| Irish Traveller |   |   |
| Prefer not to say |   |   |
| Other White background, please specify: |   |   |
| **B Mixed/Multiple ethnic groups:** |   |
| White and Black Caribbean |   |   |
| White and Black African |   |   |
| White and Asian |   |   |
| Prefer not to say |   |   |
| Other Mixed/Multiple ethnic background, please specify: |   |   |
| **C Asian, Asian British:** |   |
| Indian |   |   |
| Pakistani |   |   |
| Bangladeshi |   |   |
| Chinese |   |   |
| Prefer not to say |   |   |
| Other Asian background, please specify: |   |
| **D Black, African, Caribbean, Black British:** |   |
| African |   |   |
| Caribbean |   |   |
| Latin American |   |   |
| Prefer not to say |   |   |
| Other Black, African, Caribbean background, please specify: |   |   |
| **E Other ethnic group:** |   |
| Arab |   |   |
| Prefer not to say |   |   |
| Other ethnic group, please specify: |   |   |

**Religion or belief**

Please let us know how you describe your beliefs by marking the appropriate box

Please select all that apply to you.

| No religion or belief |   |
| --- | --- |
| Buddhist |   |
| Christian |   |
| Hindu |   |
| Jewish |   |
| Muslim |   |
| Sikh |   |
| Humanist |   |
| Pagan |   |
| Wicca |   |
| Bahai |   |
| Agnostic |   |
| Prefer not to say |   |
| Other, please specify: |

**Age**

What is your age?

| 16-25 |  | 25-45 |  | 45-65 |  | 65+ |  | Prefer not to say |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |

**Sexual orientation**

How do you describe your sexual orientation?

………………………………………………………………..

Do you feel able to be out about your sexual orientation?

|   | Yes | Partially | No |
| --- | --- | --- | --- |
| At home |  |  |  |
| With colleagues |  |  |  |
| With your manager |  |  |  |
| At work generally |  |  |  |

Do you feel able to be out about your gender identity:

|   | Yes | Partially | No |
| --- | --- | --- | --- |
| At home |  |  |  |
| With colleagues |  |  |  |
| With your manager |  |  |  |
| At work generally |  |  |  |

**Disability**

The Equality Act 2010 defines a disability as a "physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities". An effect is long-term if it has lasted, or is likely to last, more than 12 months.

This information is used only for monitoring purposes. If you believe you may be disabled and may need any reasonable adjustments to be made in the recruitment and selection process or as part of your employment, please contact us to discuss this when you make your application.

Do you consider that you have a disability under the Equality Act?

| Yes |  | No |  |
| --- | --- | --- | --- |
| Used to have a disability but have now recovered |  | Don't know |  |
| Prefer not to say |  |   |

| **Data protection:** Mankind UK treats personal data collected for reviewing equality of opportunity in recruitment, selection and, if relevant, employment within the charity in accordance with its data protection policy. I hereby give my consent to Mankind UK processing the data supplied in this form for the purpose of equal opportunities monitoring in recruitment and selection, and if relevant, employment within the organisation. I acknowledge that my application will be treated the same whether or not I complete this form. I understand that I may withdraw my consent to the processing of this data at any time by notifying Organisation |
| --- |
| **Signature:** | **Date:** |