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| **EQUALITY AND DIVERSITY MONITORING FORM** | H:\logo.PNG |

Harewood House Trust is committed to equal opportunities in its employment policy, practices and procedures. 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.

You are requested to complete the Equal Opportunities Monitoring Form. The questions set out in this form help us to monitor the effectiveness of this policy by gaining a picture of all those applying for and obtaining appointments.

**The form will be kept separate from your application form and will not be seen by the interview panel**. Assessment of your suitability for the post is made purely on the information you give on the application form and your performance at the interview, should you be invited. All appointments are made strictly on merit. We hope that this encourages you to complete the form.

**Sex and gender identity**

What is your sex?

Female  Male  Prefer not to say 

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

Yes ☐    No ☐  Prefer not to say ☐

If the gender you identify with is not the same as your sex registered at birth, please write in:

**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

***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:

***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:

***White***

English 🗆 Welsh 🗆 Scottish 🗆 Northern Irish 🗆

Irish 🗆 British 🗆Gypsy or Irish Traveller 🗆 Prefer not to say 🗆

Any other White background, please write in:

***Other ethnic group***

Arab 🗆 Prefer not to say 🗆 Any other ethnic group, please write in:

**Do you consider yourself to have a disability?**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 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: |  |

Harewood House Trust is a [**Disability Confident Employer**](https://www.gov.uk/government/publications/disability-confident-guidance-for-levels-1-2-and-3/level-1-disability-confident-committed) and any applicants who identify as disabled and meet the essential criteria will be offered an interview. If you would like to declare you have a disability in order for this to be taken into consideration or you require any reasonable adjustments for any part of the recruitment process, please contact Emily Long, People Manager, on [hr@harewood.org](mailto:hr@harewood.org).

**What is your sexual orientation?**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Heterosexual | 🗆 | Gay | 🗆 | Lesbian | | 🗆 | Bisexual | 🗆 |
| Asexual | 🗆 | Pansexual | 🗆 | Undecided | | 🗆 | Prefer not to say | 🗆 |
| If you prefer to use your own term, please specify here | | | | |  | | | |

**What is your religion or belief?**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| None | 🗆 | Buddhist | 🗆 | Christian | 🗆 | Hindu | 🗆 |
| Jewish | 🗆 | Sikh | 🗆 | Muslim | 🗆 | Prefer not to say | 🗆 |
| If other religion or belief, please write in | | | |  | | | |

