

## Equality and Diversity monitoring form

*In confidence*

Petals is committed to recruiting, retaining and developing a workforce that reflects at all grades the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can ensure that our HR processes are fair and transparent. Any information provided on this form will be treated as strictly confidential and will be used for statistical purposes only. It will not be seen by those involved in the selection process. No information will be published or used in any way which allows any individual to be identified.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary. **Please return the completed form to [recruitment@petalscharity.org](mailto:recruitment@petalscharity.org) in a separate email to your application.**

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### Gender

Man                      Woman                      Intersex                      Non-binary                      Prefer not to say

If you prefer to use your own term, please specify here:

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### Are you married or in a civil partnership?

Yes                      No                      Prefer not to say

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### Age

16-24                      25-29                      30-34                      35-39                      40-44                      45-49

50-54                      55-59                      60-64                      65+                      Prefer not to say

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### Identity

**National identity:** Please specify how you would describe your national identity:

English                      Welsh                      Scottish                      Irish                      Northern Irish  
British                      Other                      *Please state:*                      Prefer not to say

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**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:

#### **White**

English                      Welsh                      Scottish                      Irish                      Northern Irish  
British                      Gypsy or Irish Traveller                      Prefer not to say

Any other White background, *please state:*

#### **Mixed/ Multiple ethnic groups**

White and Black Caribbean                      White and Black African                      White and Asian  
Prefer not to say

Any other Mixed background, *please state:*

#### **Asian/ Asian British**

Indian                      Pakistani                      Bangladeshi                      Chinese                      Prefer not to say

Any other Asian background, *please state:*

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

African                      Caribbean                      Prefer not to say

Any other Black/African/Caribbean background, *please state*:

### **Other ethnic group**

Arab                      Latino                      Prefer not to say

Any other ethnic group, *please state*:

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### **Do you consider yourself to have a disability or health condition?**

Yes                      No                      Prefer not to say

Please note that the information in this form is for monitoring purposes only. If you believe you need a 'reasonable adjustment', then please discuss this with the manager running the recruitment process.

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### **What is your sexual orientation?**

Heterosexual                      Gay                      Lesbian                      Bisexual

Prefer not to say                      If you prefer to use your own term, please state:

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### **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 state*:

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### **What is your current working pattern?**

Full-time                      Part-time                      Prefer not to say

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### **What is your current or desired 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 state:

Please note that the information in this form is for monitoring purposes only. If you would like to discuss a flexible working arrangement we are happy to do so at interview.

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### **Do you have caring responsibilities? If yes, please tick all that apply:**

None                      Primary carer of a child/children (under 18)

Primary care 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