DIVERSITY MONITORING FORM

(CONFIDENTIAL)

Borders College is committed to being an equal opportunities employer. This means the College needs to know details of employees’ protected characteristics as defined by the Equality Act 2010, so that we can ensure that our employment practices are fair and do not discriminate against any group. You can help by completing this form.

The information provided in the monitoring form is used purely to monitor equal opportunities as required by the Equality Act 2010 under the Public Sector Duty.

The information you provide is held securely within the College’s HR management information systems and will be used to produce depersonalised statistical reports. Individuals cannot be identified from these reports.

Thank you for your help.

**Please email your completed form to****kbettoli@aspenpeople.co.uk**

|  |  |  |
| --- | --- | --- |
| **Title: Mr/Mrs/Miss/Ms/Dr/Mx**(please circle) | **Surname:** | **Forename:** |

|  |  |  |
| --- | --- | --- |
| **Date of Birth:** | **Age:** | **Marital Status:** |

GENDER

Are you Male  Female  Prefer not to say 

Have you ever identified as transgender? YES/NO

ETHNICITY

**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.

***White***

English  Welsh  Scottish  Northern Irish  Irish 

British  Gypsy or Irish Traveller  Prefer not to say 

Any other white background, please write in:

***Mixed/multiple ethnic groups***

White and Black Caribbean  White and Black African 

White and Asian  Prefer not to say 

Any other mixed background, please write in:

***Asian/Asian British***

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say 

Any other Asian background, please write in:

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

African  Caribbean  Prefer not to say 

Any other Black/African/Caribbean background, please write in:

***Other ethnic group***

Arab  Prefer not to say 

Any other ethnic group, please write in:

RELIGION, BELIEF AND FAITH

**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 write in:

SEXUAL ORIENTATION

**What is your sexual orientation?**

Heterosexual/straight  Gay Woman/Lesbian  Gay Man  Bisexual 

Prefer not to say 

If other, please write in:

DISABILITY

Borders College is positive about disability and is aware of the obligations arising from the Disability Discrimination Act 1995. As a Disability Confident Employer we aim to support disabled employees and therefore this information will assist us in providing this support.

Do you consider yourself to have a disability? YES/NO

Do you wish to be considered under this particular scheme? YES/NO

If “Yes”, please tick the box(s) below that best describe your disability:

|  |  |
| --- | --- |
| Visual |  |
| Speech |  |
| Co-ordination, Dexterity or Mobility |  |
| Learning Difficulty |  |
| Mental Health |  |
| Hearing | employer_BandW |

Other, please specify:

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

None 

Primary carer of a child/children (under 18) 

Primary carer 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 

**Are you a care experienced adult?** Yes/No/Prefer not to say

(Have you been in care?)

Signed ………………………………………………………. Date …………………………