**EQUALITY MONITORING FORM**

We strive to ensure that all people using our service are treated equally and that we do not inadvertently discriminate against members of any particular group in society. We also respect our obligations under the Equality Act 2010.

One of the ways to help us measure how we are meeting this commitment is to undertake equality monitoring. Equality monitoring is the process of gathering equality information (for instance from service users and staff) and analysing this information in order to identify areas for improvement.

The Equality Act 2010 requires us to give due regard to nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic or national origin, colour or nationality), religion or belief (including lack of belief), sex and sexual orientation.

However, individuals with other characteristics may also be affected by inequal treatment or face disadvantages or barriers to access. For this reason, we also monitor additional characteristics such as caring duties and language.

Your participation is completely voluntary. However, your responses will enable us to ensure that our employment practices are fair and transparent and that we effectively promote equality of opportunity.

Your responses will be held in the strictest confidence. Any information you provide will be held in line with the requirements of the Data Protection Act 2018 and processed only for the purpose of collating and analysing equality statistics.

Please be assured that your responses will not be viewed by the recruitment panel and will not affect how we consider your application.

This questionnaire will take no more than **5 minutes** to complete.

Some questions may feel sensitive or personal. However, we are obliged to ask them under the Equality Act. If you are not happy to answer any particular question, just select the ‘prefer not to say’ option. The answer options are set in alphabetical order, but options ‘other’ or prefer not to say are always placed last.

We value and thank you for all your answers.

**Post applied for:**

|  |  |
| --- | --- |
| Training & Development Officer |  |

**What is your age?**

|  |  |
| --- | --- |
| Under 25 |  |
| 25 – 34 |  |
| 35 – 44 |  |
| 45 – 54 |  |
| 55 – 64 |  |
| 65 – 74 |  |
| 75 or over |  |
| Prefer not to say |  |

**Do you have any caring responsibilities?**

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

**If yes, please tick all that apply?**

|  |  |
| --- | --- |
| Primary carer of a child or children (under 18 years) |  |
| Primary carer of a disabled child or children |  |
| Primary carer or assistant for a disabled adult (18 years and over) |  |
| Primary carer or assistant for an older person or people (65 years or over) |  |
| Secondary carer (another person carries out main caring role) |  |
| Other caring duties – you are welcome to specify |  |
|  |  |
| Prefer not to say |  |

**Which term best describes your gender?**

|  |  |
| --- | --- |
| Male |  |
| Female |  |
| Other – you are welcome to specify |  | |
| Prefer not to say |  |

**Do you identify as trans?**

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

**How would you describe your national identity?**

|  |  |
| --- | --- |
| British |  |
| English |  |
| Northern Irish |  |
| Scottish |  |
| Welsh |  |
| Other - you are welcome to specify |  | |
| Prefer not to say |  |

**How would you describe your ethnicity?**

**Note:** Ethnic origin categories are not about nationality, place of birth or citizenship. They are about the group to which you as an individual perceive you belong. Please indicate your ethnic origin by selecting the appropriate category.

**Asian or Asian British**

|  |  |
| --- | --- |
| Bangladeshi |  |
| Chinese |  |
| Indian |  |
| Pakistani |  |
| Any other Asian background |  | |

**Black, African, Caribbean or Black British**

|  |  |
| --- | --- |
| African |  |
| Caribbean |  |
| Any other Black, African or Caribbean background |  | |

**Mixed or multiple ethnic groups**

|  |  |
| --- | --- |
| White & Asian |  |
| White & Black African |  |
| White & Black Caribbean |  |
| Any other mixed or multiple ethnic background |  | |

**White**

|  |  |
| --- | --- |
| British, English, Northern Irish, Scottish, Welsh |  |
| Gypsy or Irish Traveller |  |
| Any other White background |  | |

**Other ethnic group**

|  |  |  |
| --- | --- | --- |
| Arab |  | |
| Any other ethnic group |  | | |
| Prefer not to say |  |

**What is your main language?**

|  |  |
| --- | --- |
| English |  |
| Welsh |  |
| Other (including BSL) - you are welcome to specify |  | |
| Prefer not to say |  |

**How would you assess your level of Welsh language skills?**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Speaking Welsh** | **Reading Welsh** | **Writing Welsh** |
| None |  |  |  |
| A little |  |  |  |
| Fairly well |  |  |  |
| Fluent |  |  |  |

**Do you define yourself as disabled?**

**Note:** The Equality Act 2010 defines a disabled person according to the medical model and as someone who has a physical or mental impairment that has a ‘substantial’ (more than minor or trivial) and ‘long-term’ (the effect of the impairment has lasted or is likely to last for at least twelve months) adverse effect on their ability to perform normal day-to-day activities (like eating, walking and going shopping). It also covers people who have been diagnosed with HIV, cancer or multiple sclerosis.

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

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

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

**What is your religion or belief (including lack of belief)?**

|  |  |
| --- | --- |
| Buddhist |  |
| Christian (all denominations) |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| No religion or belief |  |
| Any other religion – you are welcome to specify |  | |
| Prefer not to say |  |

**Which of the following best describes your sexual orientation?**

|  |  |
| --- | --- |
| Bisexual |  |
| Gay or Lesbian |  |
| Heterosexual or Straight |  |
| I prefer to use my own term – you are welcome to specify |  | |
| Prefer not to say |  |

Thank you for taking the time to complete this form.

To find out more about the work we are doing to promote equality across all aspects of our activities, and to meet the requirements of the Equality Act, please visit our [website](https://www.ombudsman.wales).