

**EQUAL OPPRTUNITIES MONITORING FORM: Job Applications**

VANL is committed to equal opportunities with its employment opportunities open to everyone based on ability regardless of age; ethnicity; gender; impairment; religion or belief; sexual orientation.

**To help us achieve this goal we invite all job applicants to complete and submit this equality monitoring form anonymously. The information provided is not used for shortlisting purposes.**

Completion of this form and any questions within it is optional, with each question having a ‘prefer not to say’ option.

**1. Age**

|  |  |
| --- | --- |
| **16 – 24** |  |
| **25- 34** |  |
| **35- 44** |  |
| **45- 54** |  |
| **55- 64** |  |
| **65+** |  |

**2. Ethnicity**

**Asian, Asian British, Asian English, Asian Scottish, Asian Welsh or Asian Irish**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Indian |  | Pakistani |  | Bangladeshi |  |
| Other Asian Background (Please specify) |  |  |  |  |  |

**Black, Black British, Black English, Black Scottish, Black, Welsh or Black Irish**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Caribbean |  | African |  | Other Black Background (Please specify) |  |

**Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh or Chinese Irish**

|  |  |  |  |
| --- | --- | --- | --- |
| Chinese |  | Other Chinese Background (Please specify) |  |

**Mixed Race**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| White & Black African |  | White & Black Caribbean |  | White & Asian |  | Other Mixed Background (Please specify) |  |

**White**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| White-English |  | White-Welsh |  | White European |  | Other White background  (Please specify) |  |
| White-Scottish |  | White-Irish |  | White Non-European |  |  |

**Other**

|  |  |  |
| --- | --- | --- |
| Other |  | ***Please state:*** |

|  |  |
| --- | --- |
| **Prefer not to say** |  |

**3. Gender**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Male |  | Female |  | Prefer not to say |  |

**Do you identify as transgender?**

For the purpose of this question ‘transgender’ is defined as an individual who lives, or wants to live, in the gender different to that they were assigned at birth.

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

**4. Impairment**

The Equality Act 2010 states a disability is 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. For these purposes. ‘long term’ is taken to mean the condition is likely to last longer than 12 months or likely to recur.

Do you consider yourself to have a disability according to the terms given in the Equality Act 2010?

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

If you have answered yes, please indicate the type of impairment which applies to you. If your experience more than one type of impairment, please tick all the types that apply. If your impairment does not fit any of these types, please mark Other and specify.

|  |  |
| --- | --- |
| Physical/mobility impairment |  |
| Visual impairment, such as being blind or having a serious visual impairment |  |
| Hearing impairment, such as being deaf or having a serious hearing impairment |  |
| Mental health condition |  |
| Learning disability/difficulty |  |
| Long-standing illness or health condition, such as cancer, HIV, diabetes, chronic heart disease or epilepsy |  |
| Other (Please specify below) |  |

**5. Religion or belief**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Buddhism |  | Judaism |  | No Religion |  |
| Christianity |  | Islam |  | **Prefer not to say** |  |
| Hinduism |  | Sikhism |  | Other (please specify below) |  |

**6. Sexual orientation**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Bi-sexual |  | Heterosexual/straight |  | Lesbian/ gay |  |
| Other (specify if you wish) |  | Prefer not to say |  |  |  |

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