

**Equal Opportunities Form**

PEEK, Possibilities for Each and Every Kid wants to meet the aims and commitments set out in its equality policy. 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.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary.

In accordance with our equal opportunities policy, PEEK will provide equal opportunities to all employees and job applicants and will not discriminate either directly or indirectly on the grounds of race, colour, ethnic origin, nationality, national origin, sex, marital or civil partnership status, disability, sexual orientation, gender reassignment, religion or age.

In order to enable PEEK to ensure compliance with its policy statement, a system of monitoring has been set up. We have only asked for your name so that monitoring can take place both at the short listing for interview stage and at the appointment stage.

You may, of course, decide not to answer one or any of these questions but if you do respond, all information provided will be treated in confidence and will be used solely by the Head of Operations for the purpose of providing statistics for equal opportunities monitoring. The form will be securely stored.

**Please circle or highlight your answer. Thank you for your assistance in completing this form.**

|  |  |  |
| --- | --- | --- |
| **Gender Identity:** | Cis-Male | Cis-Female |
|  | Trans-Male | Trans-Female |
|  | Non-Binary  | If you prefer to use another term, please use it here:  |
|  | Prefer not to say  |  |
| **Marital status:** | Married | Single |
|  | In a civil partnership | Co-habiting  |
|  | Prefer not to say |  |
| **Age band:** | Under 18 | 40 – 44 |
|  | 18-24 | 45-49 |
|  | 25-29 | 50-59 |
|  | 30-34 | 60-68  |
|  | 35-39 | Over 68 |
|  |  | Prefer not to say |
| **Sexual orientation:** | Heterosexual/Straight | Gay Woman/Lesbian |
|  | Gay Man | Bisexual |
|  | Pansexual/Panromantic  | Asexual/Aromantic |
|  | If you prefer to use another term – please use it here;  | Prefer not to say |
| **Disabilities or Health Condition:** | None | Physical disability, please provide details: |
| The information in this form is for monitoring purposes only. If you believe you require any ‘reasonable adjustments’ in order to do your role, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.  | Learning disability, please provide details:  | Other, please provide details:  |
|  | If yes, what support could PEEK put in place to support you at work? |  |
| **Race/nationality/ethnic origin:** | White | Scottish  |
|  |  | English  |
|  |  | Welsh |
|  |  | Irish |
|  |  | British |
|  |  | Other white background (please specify):  |
|  |  | White and Black Caribbean |
|  |  | White and Black African |
|  |  | White and Black British |
|  |  | White and Asian |
|  |  | Other mixed background (please specify) |
|  | Asian | Indian |
|  |  | Pakistani |
|  |  | Bangladeshi |
|  |  | British |
|  |  | Other Asian background(please specify) |
|  | Black | Caribbean |
|  |  | African |
|  |  | British |
|  |  | Other black background(please specify) |
|  | Chinese |  |
|  | Other (please specify) |  |
|  | Prefer not to say |  |
|  |  |  |
| **Religion/Beliefs:** | Christian | Jewish |
|  | Sikh | Muslim |
|  | Hindu | Buddhist |
|  | Rastafarian | Atheist  |
|  | Other religion (please specify): | Agnostic  |
|  | Prefer not to say | None  |
| **Caring responsibilities (please tick all that apply):**  | None | Primary carer for child/children under 18 years |
|  | Primary carer for disabled child/children under 18 years  | Primary carer for adult aged 18 or over |
|  | Secondary carer  | Other |
|  |  |  |

**For the purposes of compliance with the Data Protection Act 2018, I hereby confirm that by completing this form I give my consent to the Company processing the data supplied on this form for the purpose of equal opportunities monitoring.**

**Name:**

**Date:**