



Equal opportunities monitoring form

We are an Equal Opportunities employer. The aim of our policy is to ensure that no job applicant, employee, Trustee or volunteer receives less favourable treatment because of age, disability, ethnicity, gender identity, sexual orientation or religion or belief.

To ensure that this policy is fully and fairly implemented and monitored, and for no other reason, would you please provide the following information? Filling in this form is voluntary. **Please return the completed form to monitoring@amal.org.uk.**

This information will be stored securely upon receipt. **The information will be stored anonymously and confidentially.**

Disabled applicants are encouraged to contact us in confidence at any point to discuss steps that could be taken to overcome operational difficulties presented by the job, or if any adjustments or support are required. Please state if you require any assistance, equipment, adaptations or adjustments to attend an interview either in person or via video call. Please contact us in confidence at monitoring@amal.org.uk.

Age

- Prefer not to say
- 0-19
- 20-34
- 35-49
- 50-64
- 65+

Disability

Do you have a disability?

- Prefer not to say
- D/Deaf or disabled
- Not D/deaf or disabled

Neurodiversity

Do you consider yourself Neurodivergent?

- Prefer not to say
- Neurodivergent
- Not Neurodivergent

You will be considered as having a disability for discrimination purposes if you fit the definition as given in the Equality Act 2010. In the Act, 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. Not all neurodivergent people will consider themselves disabled, but neurodivergent conditions are likely to meet the legal definition of disability under the Act.

Ethnicity

Prefer not to say

Asian or Asian British

Bangladeshi

Indian

Pakistani

Chinese

Other Asian background (Please specify _____)

Black or Black British

African

Black Caribbean

Other Black background (Please specify _____)

Mixed race

White and Asian

White and Black African

White and Black Caribbean

Other Mixed background (Please specify _____)

White

British

Irish

Gypsy, Roma or Irish traveller

Other White background (Please specify _____)

Other

Arab

Latin American

Any other ethnic background (Please specify _____)

Prefer not to say

Religion or belief

Prefer not to say

Buddhist

Christian

Hindu

Jewish

Muslim

Sikh

Other (Please specify _____)

No religion

Sex

- Female
- Male
- Intersex
- Prefer not to say

Gender Identity

- Woman
- Man
- Non-binary
- Other (Please specify _____)
- Prefer not to say

Is your gender identity different to that which it was assumed to be at birth?

- Prefer not to say
- Yes
- No

Sexual orientation

- Bisexual
- Gay man
- Gay Woman/Lesbian
- Heterosexual/straight
- Queer
- Prefer not to say
- Not known
- Other (Please specify _____)

Socio-economic Background

What was the occupation of the highest income earner in your household when you were 14?

- Prefer not to say
- Not known
- Modern Professional Occupations
- Clerical and Intermediate Occupations
- Senior Managers and Administrators
- Technical and Craft Occupations
- Semi-Routine Manual and Service Occupations
- Routine Manual and Service Occupations
- Middle or Junior Managers
- Traditional Professional Occupations
- Self-employed
- Short Term Unemployed
- Long Term Unemployed
- Retired

Data protection statement

Data Controller name: **Amal**

Amal uses this information to review compliance with its policies on equal opportunity in relation to recruitment. We will use this data to inform our statistics on the representation of the categories of individual as shown above. We will treat all personal information in line with current data protection legislation and our data protection policy.

In order for us to process this information and to comply with data protection legislation, we require your consent. You are not required to give your consent; you acknowledge that any consent given is freely given. Your job application is not dependent on your giving consent to our processing of this data.

By ticking the box below you signify your consent to our processing of this information. Once you have given consent, you may withdraw it at any time by contacting monitoring@amal.org.uk.

If sent electronically, without signature, you automatically agree to the declaration.

I agree

ADVERTISING EFFECTIVENESS

Amal internally monitors the effectiveness/impact of advertising vacancies and is constantly seeking to put the various forms of advertising to the best use to attract as diverse a range of candidates as possible.

We recognise that you may have learnt about the vacancy from various sources, but we want to know how you became aware of this vacancy.

Please tick the appropriate box(es) below:

Charity Job Website

Amal Website

Other Website

(Please specify from which website(s) you saw the advert)

Amal Social media page

(Please specify from which social media page you saw the advert)

Other Social media page

(Please specify from which social media page you saw the advert)

Word of Mouth