# CONFIDENTIAL MONITORING FORM

We ask you to complete this form in order for us to monitor how well we are meeting our commitment to equality and diversity. The forms are anonymous and you are under no obligation to complete one but we are grateful if you do. The information plays no part in any selection process.

## Date:

## Position applied for:

### How do you define your gender identity? (Tick as many as you consider correspond to your identity)

Female  Male  Trans  Non-binary  Intersex 

Other  please specify: .......................................................... Prefer not to say 

### Does your gender identity match that assigned to you at birth?

Yes □ No □ Prefer not to say 

### Are you intersex?

Yes □ No □ Prefer not to say 

### How do you define your sexual orientation? (Tick one)

Heterosexual□ Lesbian □ Gay □ Bisexual □ Queer □

Other □ please specify: .......................................................... Prefer not to say □

### Are you or have you ever been a refugee?

Yes □ No □ Prefer not to say □

### Which one of the following age groups are you in?

Under 25 □ 26 – 35 □ 36 – 45 □

46 - 55 □ 56 – 65 □ Over 65 □

Prefer not to say □

### Which of the following ethnic backgrounds do you consider yourself to belong to?

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. The ethnic groups are standard categories for collecting ethnic group information in line with the guidance from the Office for National Statistics and the Equality and Human Rights Commission. The list of groups is designed to allow most people to identify themselves. The list is not intended to leave out any groups of people but to keep the collection of ethnic information simple.

### White

English 🗆 Welsh 🗆 Scottish 🗆 Northern Irish 🗆 Irish 🗆

British 🗆 Gypsy / Irish Traveller 🗆 Prefer not to say 🗆

Any other white background, please specify:

### Mixed/multiple ethnic groups

White and Black Caribbean 🗆 White and Black African 🗆 White and Asian 🗆

Prefer not to say 🗆 Any other mixed background, please specify:

### Asian/Asian British

Indian 🗆 Pakistani 🗆 Bangladeshi 🗆 Chinese 🗆 Prefer not to say 🗆

Any other Asian background, please specify:

### Black/ African/ Caribbean/ Black British

African 🗆 Caribbean 🗆 Prefer not to say 🗆

Any other Black/African/Caribbean background, please specify:

### Other ethnic group

Arab 🗆 Prefer not to say 🗆 Any other ethnic group, please specify:

### Disability

Many people who do not consider themselves to be disabled may be covered by the Equality Act 2010 because they have a health condition that has an impact on their lives.

### What do we mean when we say disability?

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 a comprehensive definition of disability including examples please refer to this link](https://www.gov.uk/definition-of-disability-under-equality-act-2010).

### Do you consider that you are disabled as defined by the Equality Act 2010?

Yes □ No □ Prefer Not to Say □

What is your religion or belief? Below is a list of religions commonly found in Britain, which we realise is not exhaustive. They are in alphabetical order and not intended to signify rank in terms of importance.

Buddhist 🗆 Church of England 🗆 Hindu 🗆 Jewish 🗆 Muslim 🗆

Roman Catholic 🗆 Sikh 🗆 No religion or belief 🗆 Prefer not to say 🗆

Any other religion or belief, please specify:

### What is your current working pattern?

Full-time 🗆 Part-time 🗆 Not working 🗆 Prefer not to say 🗆

### What is your flexible working arrangement?

None 🗆 Flexi-time 🗆 Staggered hours 🗆 Term-time hours 🗆

Annualised hours 🗆 Job-share 🗆 Flexible shifts 🗆 Compressed hours 🗆

Homeworking 🗆 Prefer not to say 🗆 If 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 🗆

### Where did you see this post advertised/how did you learn of this position? Please list all sources:

Thank you for your help in completing this form. Please send it with your completed application form (but as a separate attachment) to [**recruitment@microrainbow.org**](mailto:recruitment@microrainbow.org)

### Privacy Notice: Your privacy and data protection

In order to recruit and manage staff, Micro Rainbow needs to store personal information (data) about all applicants. By filling in this form you accept that we will keep the information on this form. Micro Rainbow keeps all personal information safely and securely and does not share your information with any other organisation or anyone outside Micro Rainbow without your consent. Information is kept for the minimum period necessary which for this form is 6 months after the conclusion of the recruitment campaign. You have a right to request access to the information that we hold about you and you have other rights to protect your information. More details are available from any member of Micro Rainbow staff or [you can read our privacy policy online](https://microrainbow.org/privacy-policy/).