 **CONFIDENTIAL**

**Equality and Diversity Monitoring Form**

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| WDC, Whale and Dolphin Conservation wants to meet the aims and commitments set out in its Equal Opportunities 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. We need your help and co-operation to enable us to do this, but filling in this form is voluntary. The information you provide will stay confidential and be stored securely with access limited to only some staff in the HR section and be destroyed in 12 months. Please return this completed form to [hr@whales.org](mailto:hr@whales.org) or you can complete it securely online [here](http://www.smartsurvey.co.uk/s/HRKSH/). This form will be separated from your application form upon receipt and does not form part of the selection process. |

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| Application for the post of: |  |

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| **Gender** | | | | | | | |
| Man |  | Woman |  | Non-binary |  | Prefer not to say |  |
| If you prefer to use your own term, please specify here: | | | | | | | |

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| **Are you married or in a civil partnership?** | | | | | | | |
| Yes |  | No |  | Prefer not to say |  |  |  |

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| **Age** | | | | | | | | | | | | | | | |
| 16 -24 |  | 25 - 29 |  | 30 - 34 |  | 35 - 39 |  | 40 - 44 |  | 45 - 49 |  | 50 -54 |  | 55 - 59 |  |
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| 60 – 64 |  | 65 + |  | Prefer not to say | | |  |  | | | | | | | |

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| What is your ethnicity? Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. |

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| **White** | | | | | | | |
| English |  | Welsh |  | Scottish |  | Northern Irish |  |
| Irish |  | British |  | Gypsy or Irish Traveller |  | Prefer not to say |  |
| Any other white background, please write in: | | | | | | | |

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| **Mixed / multiple ethnic groups** | | | | | | | |
| White and Black Caribbean |  | White and Black African |  | White and Asian |  | Prefer not to say |  |
| Any other mixed background, please write in: | | | | | | | |

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| **Asian / Asian British** | | | | | | | |
| Indian |  | Pakistani |  | Bangladeshi |  | Chinese |  |
| Prefer not to say |  | Any other Asian background, please write in: | | | | | |

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| **Black / African / Caribbean / Black British** | | | | | | |
| African |  | Caribbean |  | Prefer not to say |  |  |
| Any other Black / African / Caribbean background, please write in: | | | | | | |

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| **Other ethnic group** | | | | | | |
| Arab |  | Prefer not to say |  | Any other ethnic group, please write in: | | |
| **Do you consider yourself to have a disability or health condition?** | | | | | | |
| Yes |  | No |  | Prefer not to say |  |  |
| What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:  The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’ then please discuss this with the manager running the recruitment process. | | | | | | |

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| **What is your sexual orientation?** | | | | | | | |
| Heterosexual |  | Gay |  | Bisexual |  | Prefer not to say |  |
| If you prefer to use your own term, please specify here: | | | | | | | |

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| **What is your religion or belief?** | | | | | | | |
| No religion or belief |  | Buddhist |  | Christian |  | Hindu |  |
| Jewish |  | Muslim |  | Sikh |  | Prefer not to say |  |
| If another religion or belief, please write in: | | | | | | | |

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| **What is your current working pattern?** | | | | | | |
| Full-time |  | Part-time |  | Prefer not to say |  |  |

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| **Do you have caring responsibilities? If yes, please tick all that apply** | | | | | | | |
| None |  | Primary carer child/ children under 18 |  | Primary carer disabled child |  | Primary carer disabled adult |  |
| Primary carer older person |  | Secondary carer |  | Prefer not to say |  |  |  |
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| **How did you find out about this post?** | | | | | | | |
| WDC website |  | WDC Facebook page |  | Job website (pls state which) | | |  |
| Social media |  | Printed publication (pls state which) | | |  | Prefer not to say |  |
| Other, please write in: | | | | | | | |

Please return this completed form to [hr@whales.org](mailto:hr@whales.org).