

**Equal Opportunities Monitoring**

**In confidence**

Seeds4Success is an equal opportunity employer and is committed to increasing equality and diversity within its team. Equal opportunity is about good employment practices and efficient use of our most valuable asset, our employees and volunteers. Seeds4Success will not discriminate on grounds of gender, sexual orientation, age, religion or belief, marital status, ethnic origin, colour, nationality, disability or other grounds of discrimination not prohibited by legislation.

**Recruitment**

Throughout the process of recruitment and selection of staff, Seeds4Success takes steps to ensure every effort is made to encourage applications from all sectors of the community and to ensure that applications are treated on an equal, unbiased and lawful basis by the use of objective criteria related solely to the responsibilities of the post and of the skills required of the person appointed.

**Monitoring**

To enable this policy to be monitored and developed further, applicants for new appointments are invited on a voluntary, anonymous and confidential basis to complete the questions set out on this form. This information will not be held for any purpose other than monitoring.

The information provided will be processed in accordance with the provisions of the General Data Protection Regulation and the Data Protection Act 2018. Please note that this form is always separate from the application form, is processed on receipt by member of staff who is not involved in this recruitment and selection exercise

This form will never be seen by the interview panel or any person involved in the recruitment process and will not be used in the consideration of applications for short-listing or appointment.

Please email the completed form to: [*jo@seeds4success.org.uk*](mailto:jo@seeds4success.org.uk)

or post / deliver to: **Jo Lowndes**

**Seeds4Success**

**Mere Youth Centre**

**The Recreation Ground**

**Queens Road,**

**Mere BA12 6EP**



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| **Seeds4Success Equal Opportunities Monitoring Form** | | | | | | | | | | | | | | | | | | | | | | | |
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| Title of post: |  | | | | | | | | | | | | | | | Date: | | |  | | | | |
|  | | |  | | | | | | | | | | | | | | | | | | | | |
| What is your age group? | | 18 – 24 | | 🞏 | | 25 - 34 | | 🞏 | | | 35 - 44 | | | | 🞏 | | 45 - 54 | | | 🞏 | | | |
| 55 - 64 | | 🞏 | | 65 - 74 | | 🞏 | | | 75+ | | | | 🞏 | | Prefer not to say | | | | | | 🞏 |
|  | | |  | | | | | | | | | | | | | | | | | | | | |
| What is your gender? | | | Female | | | | | | 🞏 | | | | | Male | | | | | | | 🞏 | | |
| Non-binary | | | | | | 🞏 | | | | | Prefer not to say | | | | | | | 🞏 | | |
|  | | |  | | | | | | | | | | | | | | | | | | | | |
| Do you consider yourself to be disabled? | | | Yes | | | 🞏 | | No | | | | 🞏 | Prefer not to say | | | | | | | | 🞏 | | |
| If you answered yes, please briefly describe the nature of your disability: | | |  | | | | | | | | | | | | | | | | | | | | |
|  | | |  | | | | | | | | | | | | | | | | | | | | |
| What is your sexual orientation? | | Bisexual | | | 🞏 | | Heterosexual | | | | | | 🞏 | | | | Gay male | | | | | 🞏 | |
| Lesbian | | | 🞏 | | Transgender | | | | | | 🞏 | | | | Prefer not to say | | | | | 🞏 | |
|  | | |  | | | | | | | | | | | | | | | | | | | | |
| What is your religion, faith or belief? | | | Agnostic | | | | 🞏 | | | Atheist | | | | | 🞏 | | | Buddhist | | | | 🞏 | |
| Catholic | | | | 🞏 | | | C of E | | | | | 🞏 | | | Hindu | | | | 🞏 | |
| Humanist | | | | 🞏 | | | Jewish | | | | | 🞏 | | | Methodist | | | | 🞏 | |
| Muslim | | | | 🞏 | | | Protestant | | | | | 🞏 | | | Sikh | | | | 🞏 | |
| Other | | | | 🞏 | | | Prefer not to say | | | | | | | | | | | | 🞏 | |
| If you chose ‘other’ please state: | | |  | | | | | | | | | | | | | | | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| What is your ethnic group? (please tick one box from one section: A, B, C, D, E or F) | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | |
| **A. Asian:** | Bangladeshi | | | 🞏 | Chinese | | | | 🞏 | Indian | | | 🞏 | |
| Pakistani | | | 🞏 | Other Asian background | | | | | | | | 🞏 | |
| If you chose ‘other’ please state: |  | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | |
| **B. Black:** | African | | | 🞏 | | | | | Caribbean | | 🞏 | | | |
| Other Black/African/Caribbean background | | | | | | | | | | 🞏 | | | |
| If you chose ‘other’ please state: |  | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | |
| **C. Mixed:** | Asian and White | | | | | 🞏 | | Black African and White | | | | | | 🞏 |
| Black Caribbean and White | | | | | 🞏 | | Other mixed background | | | | | | 🞏 |
| If you chose ‘other’ please state: |  | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | |
| **D. White:** | British | | 🞏 | | | English | | | | | | 🞏 | | |
| Irish | | 🞏 | | | Irish Traveller or Gypsy | | | | | | 🞏 | | |
| Northern Irish | | 🞏 | | | Scottish | | | | | | 🞏 | | |
| Welsh | | 🞏 | | | Other White background | | | | | | 🞏 | | |
| If you chose ‘other’ please state: |  | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | |
| **E. Another ethnic group**: | Arab | 🞏 | | | | | Other background | | | | | 🞏 | | |
| If you chose ‘other’ please state: |  | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | |
| **F. Prefer not to say:** | Prefer not to say 🞏 | | | | | | | | | | | | | |

**Thank you for completing this form.**