

Equality and Diversity Monitoring Form

We are committed to equality of opportunity for all staff which 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 information provided will be kept confidential, is not part of the recruitment and selection process and is only be used for monitoring purposes.

Q1. What age group are you in?

- ☐ 17 and under ☐ 18 – 24 ☐ 25 – 34 ☐ 35 – 44
- ☐ 45 – 55 ☐ 56 – 64 ☐ 65 and over ☐ Prefer not to answer

Q2. Which of the following best describes your ethnic group?

Choose one option that best describes your ethnic group or background

- ☐ Arab
- ☐ Asian/Asian British – Indian
- ☐ Asian/Asian British – Pakistani
- ☐ Asian/Asian British – Bangladeshi
- ☐ Asian/Asian British – Chinese
- ☐ Asian/Asian British – Any other Asian background
- ☐ Black/African/Caribbean/Black British – Caribbean
- ☐ Black/African/Caribbean/Black British – African
- ☐ Black/African/Caribbean/Black British – British
- ☐ Black/African/Caribbean/Black British – Any other
- ☐ Jewish
- ☐ Latin/South/Central American
- ☐ Mixed/Multiple ethnic groups – White and Black Caribbean
- ☐ Mixed/Multiple ethnic groups – White and Black African
- ☐ Mixed/Multiple ethnic groups – White and Asian
- ☐ Mixed/Multiple ethnic groups – White and Latin/South/Central American
- ☐ Mixed/Multiple ethnic groups – Any other Mixed/Multiple ethnic background
- ☐ White – English
- ☐ White – Scottish
- ☐ White – Welsh
- ☐ White – Northern Irish
- ☐ White – British
- ☐ White – Irish
- ☐ Prefer not to say
- ☐ Any other ethnic group [please describe – optional]

Q3. Which of the following best describes how you think about yourself?

- ☐ Woman ☐ Man ☐ Non-binary ☐ Prefer not to say
☐ I prefer to self-describe [please describe below – optional]

Q4. Does the gender you live in match the gender you were assigned at birth?

- ☐ Yes ☐ No ☐ Prefer not to say

Q5. Which of the following best describes your sexual orientation?

- ☐ Bisexual ☐ Gay or lesbian ☐ Heterosexual
☐ Queer ☐ Prefer not to say ☐ Prefer to self-describe [Please describe below - optional]

Q6. Do you consider yourself to have a disability?

Whilst you do not have to declare a disability here, Avon Wildlife Trust is committed to promoting employment opportunities for people with disabilities, who can face additional challenges to gaining employment.

- ☐ Yes ☐ No ☐ Prefer not to say

Q7. Which of these qualifications do you have?

Tick every box that applies if you have any of the qualifications listed.

If your UK qualification is not listed, tick the box that contains its nearest equivalent. If you have qualifications gained outside the UK, please tick the 'qualifications gained outside the UK' box, and the nearest UK equivalents (if known).

- ☐ Apprenticeship
☐ Degree level or above (e.g. degree, foundation degree, HND, HNC, NVQ level 4 and above, teaching or nursing)
☐ GCSEs or equivalent – 5 or more (A*- C), O levels (passes) or CSEs (grade 1)
☐ GCSEs or equivalent (Any other GCSEs, O levels or CSEs (any grades) or Basic Skills course
☐ AS, A level or equivalent – 2 or more A levels, 4 or more AS levels
☐ AS, A level or equivalent – 1 A level, 2-3 AS levels
☐ AS, A level or equivalent – 1 AS level
☐ NVQ level 3, BTEC National, OND or ONC, City and Guilds
☐ NVQ level 2, BTEC General, City and Guilds Craft
☐ Any other qualifications, equivalent unknown
☐ Qualifications gained outside the UK
☐ No formal qualifications

Q8. Do you self-identify as coming from an economically disadvantaged background?

☐ Yes ☐ No ☐ Prefer not to say ☐ Other [please describe below – optional]

Q9. Which role are you applying for?

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Q10. Where did you see the vacancy advertised?

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Q11. Does the role require you to manage other staff?

☐ Yes ☐ No ☐ Not sure

Q12. Do you have the right to work in the UK?

☐ Yes ☐ No ☐ Not sure

Thank you for taking the time to complete this form and helping us to ensure the promotion of ethnic diversity within the environment, climate, sustainability and conservation sector.