

**Equity and Diversity Monitoring Form**

We are committed to equity 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?**

.....Grow Wilder Support Crew 2026.....

**Q10. Where did you see the vacancy advertised?**

.....

**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.*