

# Bright Shadow

## Equality and Diversity Monitoring Form Monitoring



Bright Shadow wants to meet the aims and commitments set out in our Equality and Diversity Policy. One of the ways we do this is by checking to see whether our recruitment process is equitable. We ask you to help us in this aim by completing this form, which is anonymous, administered separately from applications and does not form part of the selection process. Filling in this form is voluntary.

### Age

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

### Gender

Please choose the option that best describes your gender:

- Male
- Female
- Intersex
- Non-binary
- Prefer not to say
- Prefer to self-describe, please specify: \_\_\_\_\_

### Gender Identity

Do you identify as Trans?

- Yes
- No
- Prefer not to say

### Sexuality

- Heterosexual/Straight
- Gay Man
- Gay Woman/Lesbian
- Bi/Bisexual
- Prefer not to say
- Prefer to self-describe, please specify: \_\_\_\_\_

**What is your religion or belief?**

- Non-religious (atheist, humanist, etc.)
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Prefer not to say
- Prefer to self-describe, please specify: \_\_\_\_\_

**Disability**

Do you consider yourself to be disabled, or living with a long-term physical or mental health condition?

- Yes
- No
- Prefer not to say

If yes, what best describes your disability, impairment, learning difference or long-term condition? [Please tick all that apply]

- Two or more impairments and/or long-term conditions
- A specific learning difference such as dyslexia, dyspraxia or AD(H)D
- General learning disability (such as Down's syndrome)
- A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder
- A long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease or epilepsy
- A mental health condition, such as depression, schizophrenia or anxiety disorder
- A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches
- Deaf or serious hearing impairment
- Blind or a serious visual impairment uncorrected by glasses
- A disability, impairment, learning difference or long-term condition that is not listed above
- Prefer not to say
- Prefer to self-describe: \_\_\_\_\_

**Returnships**

Are you returning to work following an extended period (12 months or more) of absence?

- Yes
- No
- Prefer not to say

If yes, select one of the following:

- Period of ill health
- Primary carer of adult (18 and above)
- Primary carer of child or children (under 18)
- Prefer not to say
- Prefer to self-describe: \_\_\_\_\_

### **Caring Responsibilities**

Do you have caring responsibilities? If yes, please tick all that apply:

- None
- Primary carer of a child or children (under 18 years)
- Primary carer of a disabled child or children (under 18 years)
- Primary carer or assistant for a disabled adult (18 years and over)
- Primary carer or assistant for an older person or people (65 years and over)
- Secondary carer (another person carries out main caring role)
- Prefer not to say

### **Ethnicity**

Please choose the option that best describes your ethnic group:

#### **White**

- British
- English
- Welsh
- Scottish
- Northern Irish
- Irish
- Gypsy or Irish traveller
- Any other white background, please specify: \_\_\_\_\_

#### **Mixed/Multiple Ethnic Group**

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed background, please specify: \_\_\_\_\_

#### **Black/African/Caribbean/Black British**

- Black or Black British Caribbean
- Black or Black British African
- Any other Black or Black British background, please specify: \_\_\_\_\_

#### **Asian/Asian British**

- Asian or Asian British Indian
- Asian or Asian British Pakistani
- Asian or Asian British Bangladeshi
- Asian or Asian British Chinese
- Any other Asian or Asian British background, please specify: \_\_\_\_\_

#### **Other Ethnic Group**

- Arab
- Another Ethnic Group, please specify: \_\_\_\_\_

#### **Prefer not to say Ethnic Background**

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