Diversity Questionnaire – Private and Confidential

We are committed to equal opportunities and our staff team comprises a broad mix of people from different backgrounds. Diversity is something we value and see as a strength; consequently, we are keen to monitor the diversity of our staff so we can continue to develop and improve our policies and practices. Completion of the form is voluntary, but it is intended to help our HR team understand more clearly who applies for vacancies and help us to ensure that we are working inclusively.

We include a 'prefer not to say' option on all questions about you. You do not have to complete the entire form, but it will help us if you complete it as much as possible. The information you supply on this form will be kept confidential and will be stored securely. The personal information contained in this form is not shared with anyone outside our HR department and has no part in the shortlisting process for recruitment.

Full Name: **Post applied for:**

1)   How did you hear about the vacancy you have applied for?

Charity Job Website	☐	Total Jobs	☐	Reed	☐
Recruitment Agency	☐	LinkedIn	☐	Other	☐

2)   My age is:

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

3)   I would describe my ethnic origin as:

Arab or Middle Eastern		Asian or Asian British	
Arab	☐	Bangladeshi	☐
Other Middle Eastern identity: (specify if you wish) ‾‾‾‾‾‾‾‾‾	☐	Chinese	☐
		Indian	☐
	☐	Japanese	☐
Black or Black British	☐	Pakistani	☐
African	☐	South East Asian	☐
Caribbean	☐	Any other Asian or Asian British background: (specify if you wish) ‾‾‾‾‾‾‾‾‾	☐
Any other Black or Black British background (specify if you wish) ‾‾‾‾‾‾‾‾‾	☐		
Mixed / multi-ethnic	☐	**White**	
Arab and white	☐	White British	☐
Asian and white	☐	White English	☐
Black African and white	☐	White Irish	☐
Black Caribbean and white	☐	White Irish Traveler or Gypsy	☐
Middle Eastern and white	☐	White Northern Irish	☐
Other mixed or multi-ethnic background: (specify if you wish)	☐	White Scottish	☐
		White Welsh	☐
~~Any other ethnic group~~ (specify if you wish) ‾‾‾‾‾‾‾‾‾	☐	Any other white background: (specify if you wish) ‾‾‾‾‾‾‾‾‾	☐
Prefer not to say	☐		

4)   What best describes your gender?

Male		Non-binary		Female		I use another term (specify if you wish)		Unsure		Prefer not to say	
	☐		☐		☐		☐		☐		☐

5)   Are you trans?

Yes		No		Unsure		Prefer not to say	
	☐		☐		☐		☐

6) How would you describe your religion or belief?

No religion or belief (including being agnostic, atheist or humanist)	☐	Buddhist	☐	Christian (including C of E, Catholic, Protestant and all other Christian denominations)	☐
Hindu	☐	Jewish	☐	Muslim	☐
Sikh	☐	Other religion or belief (specify if you wish)	☐	Unsure ☐ Prefer not to say	☐

7) How would you describe your sexual orientation?

Ace (including asexual, aromantic, demi and grey-as)	☐	Bi (including bisexual, pan, poly, queer and other non-monosexual identities)	☐	Gay / Lesbian	☐
Heterosexual / Straight	☐	I use another term: (specify if you wish)	☐	Unsure ☐ Prefer not to say	☐

8) Do you consider yourself to have a disability or long-term injury or health condition?

Yes	☐	No	☐	Unsure	☐	Prefer not to say	☐

If you have answered yes, please indicate the type of impairment / condition which applies to you. We recognise that people may have more than one type of impairment / condition, in which case please mark all that apply.

Physical impairment / condition	☐
Mental health impairment / condition	☐
Learning impairment (disability or difficulty)	☐
Long-term injury or health condition	☐
Other… Type here	☐
Prefer not to say	☐

We are committed to ensuring its recruitment practices are barrier-free and as inclusive as possible for everyone. Please let us know, by contacting us separately, if you need any adjustments or changes to be made during the recruitment process because of a disability or long-term health condition.

Thank you for completing the form. Please return it via email to info@pro-recruitment.co.uk. If you would like to submit your application over the phone, we will arrange a time when you can dictate your answers in confidence.