**EQUAL OPPORTUNITIES MONITORING INFORMATION (England and Wales)**

So that ENRYCH can ensure its Equal Opportunities Policy is being carried out, please provide the information requested below and **return it with your Application Form**. All information is for monitoring purposes only and will be treated in the strictest confidence. It will NOT be used in the decision-making process. (This section is optional and used only for monitoring purposes in line with our commitment to equality, diversity, and inclusion.)

1. Post applied for:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. Where did you see this job advertised?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. Gender identity (Please select the option that best describes your gender. You may also self-describe.)

* ☐ Male
* ☐ Female
* ☐ Non-binary
* ☐ Prefer not to say
* ☐ Prefer to self-describe: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

4. What are your pronouns? (e.g. she/her, he/him, they/them — optional)

* ☐ She/her
* ☐ He/him
* ☐ They/them
* ☐ Prefer not to say
* ☐ Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

5. Do you consider yourself to have a disability?

(A disability includes physical or mental impairments that have a substantial, long-term effect on your ability to carry out normal daily activities.)

* ☐ Yes
* ☐ No
* ☐ Prefer not to say

6. Ethnic background (Please tick the box that best describes your ethnic group or background.)

a) White

* ☐ British
* ☐ Irish
* ☐ Welsh
* ☐ Scottish
* ☐ European / Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

b) Mixed / Multiple ethnic groups

* ☐ White and Black Caribbean
* ☐ White and Black African
* ☐ White and Asian
* ☐ Other mixed background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

c) Asian or Asian British

* ☐ Indian
* ☐ Pakistani
* ☐ Bangladeshi
* ☐ Chinese
* ☐ Other Asian background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

d) Black, Black British, Caribbean or African

* ☐ Caribbean
* ☐ African
* ☐ Other Black background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

e) Other ethnic group

* ☐ Arab
* ☐ Any other ethnic group (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* ☐ Prefer not to say

7. Age group (Please select your age range — optional)

* ☐ Under 18
* ☐ 18–24
* ☐ 25–34
* ☐ 35–44
* ☐ 45–54
* ☐ 55–64
* ☐ 65 and over
* ☐ Prefer not to say

8. Sexual orientation (Optional)

* ☐ Heterosexual / Straight
* ☐ Gay / Lesbian
* ☐ Bisexual
* ☐ Asexual
* ☐ Prefer to self-describe: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* ☐ Prefer not to say

9. Religion or belief (Optional)

* ☐ No religion
* ☐ Christian
* ☐ Muslim
* ☐ Hindu
* ☐ Jewish
* ☐ Sikh
* ☐ Buddhist
* ☐ Spiritual
* ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* ☐ Prefer not to say

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| **Enrych Equal Opportunities Policy Statement**  Enrych is committed to the principles of equal opportunity. We apply this principle to how we recruit, how we treat our staff and how we provide support. We are determined to prevent discrimination or harassment, particularly against “protected characteristics” (Equality Act 2010). The Board of Trustees is responsible for ensuring that this policy permeates: staff recruitment, staff development and training, grievance and disciplinary procedures, service delivery, content of our publications and written materials. The Board will monitor and review the content and operation of this policy on a regular basis, as part of the strategic planning process. |