**Equal Opportunities Monitoring Form**

The Howard League for Penal Reform is committed to building and maintaining a diverse and inclusive workplace.

To do this we need your help in filling out a short equal opportunities monitoring form. This will help us to consider whether our recruitment and selection procedures are working fairly and how they could be further improved.

This information will not be used as part of the selection process or seen by the interview panel. It is for equality opportunities monitoring purposes only.

You can select ‘prefer not to say’ if you would rather not answer any question.

A copy of our equal opportunities policy is available on request.

**Age**

What age are you?

|  |  |
| --- | --- |
| 16-24 |  |
| 25-34 |  |
| 35-44 |  |
| 45-54 |  |
| 55-64 |  |
| 65+ |  |
| Prefer not to say |  |

**Disability and health conditions**

Do you consider yourself to have a disability or health condition which has lasted, or is expected to last, at least 12 months?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

If so, do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?

|  |  |
| --- | --- |
| Yes, a lot |  |
| Yes, a little |  |
| Not at all |  |

**Ethnicity**

What is your ethnicity?

|  |  |
| --- | --- |
| Asian or Asian British - Indian |  |
| Asian or Asian British – Pakistani |  |
| Asian or Asian British – Bangladeshi |  |
| Asian or Asian British - Chinese |  |
| Asian or Asian British – any other Asian background |  |
| Black or black British – Caribbean |  |
| Black or black British – African |  |
| Black or black British – any other black background |  |
| Mixed – white and black Caribbean |  |
| Mixed – white and black African |  |
| Mixed – white and Asian |  |
| Mixed – any other mixed background |  |
| White – English/Welsh/Scottish/Northern Irish/British |  |
| White – Irish |  |
| White - Gypsy or Irish Traveller |  |
| White – Roma |  |
| White – any other white background |  |
| Other ethnic group – Arab |  |
| Any other ethnic group (if you prefer to use your own term, please specify in the answer box) |  |
| Prefer not to say |  |

**Gender identity**

Which of the following best describes your gender?

|  |  |  |
| --- | --- | --- |
| Male |  |  |
| Female |  |  |
| Other (if you prefer to use your own term, please specify in the answer box) |  |  |
| Prefer not to say |  |  |

Is the gender you identify with the same as your sex registered at birth?

|  |  |
| --- | --- |
| Yes |  |
| No (please specify your gender identity) |  |
| Prefer not to say |  |

**Religion**

What is your religion?

|  |  |
| --- | --- |
| No religion |  |
| Buddhist |  |
| Christian |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| Any other religion |  |
| Prefer not to say |  |

**Sexual Orientation**

Which of the following best describes your sexual orientation?

|  |  |
| --- | --- |
| Bisexual |  |
| Gay or Lesbian |  |
| Heterosexual |  |
| Other (if you prefer to use your own term, please specify in the answer box) |  |
| Prefer not to say |  |