**Sickle Cell Society – Equal Opportunities Form**

We are committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age. This form is intended to help us maintain equal opportunities best practice and identify and address barriers to workforce diversity, equity and inclusion.

Please complete this form and email it with your application. The form will be separated from your application on receipt and the information will be anonymised. The information on this form will be used for monitoring purposes only and will play no part in the recruitment process.

**Thank you for your assistance.**

Gender

What is your gender (please tick)?

|  |  |
| --- | --- |
| Male | [ ] |
| Female | [ ] |
| Prefer not to say | [ ] |

(If you are undergoing gender reassignment, please use the gender you identify with.)

Gender identity

[Is your gender identity the same as the sex you were assigned at birth?

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

Ethnic group

How would you describe your nationality (please tick)?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| British  | [ ] | English  | [ ] | Welsh | [ ] |
| ScottishPrefer not to say | [ ][ ] | Northern Irish  | [ ] | Other (please specify)……………………………………… | [ ] |

How would you describe your ethnicity (please tick)?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **A****White:** |   | **B****Mixed or multiple ethnic groups:** |   | **C****Asian or Asian British:**  |   |
| English, Welsh, Scottish, Northern Irish or British  | [ ] | White and Black Caribbean  | [ ] | Indian | [ ] |
| Irish | [ ] | White and Black African  | [ ] | Pakistani | [ ] |
| Gypsy or Irish TravellerRomaAny other White background | [ ][ ][ ] | White and AsianAny other mixed or multiple background  | [ ][ ] | BangladeshiChinese | [ ][ ] |
|   |   |  |  | Any other Asian background | [ ] |
| **Black or Black British:** |   | **Other ethnic groups:**  |   |   |   |
| Caribbean  | [ ] | Arab | [ ] | Prefer not to say | [ ] |
| African  | [ ] | Any other ethnic group | [ ] |   |   |
| Any other Black, Black British or Caribbean background | [ ] |   |   |   |   |

Age

What is your age (please tick)?

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 16–17 | [ ] | 18–21 | [ ] | 22–30 | [ ] | 31–40 | [ ] | 41–50 | [ ] |
| 51–60 | [ ] | 61–65 | [ ] | 66–70 | [ ] | 71+ | [ ] | Prefer not to say | [ ] |

Sexual orientation

How would you describe your sexual orientation (please tick)?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Heterosexual / straight | [ ] | Bisexual | [ ] | Asexual | [ ] |
| Gay man | [ ] | Gay woman / lesbian | [ ] |  |  |
| Other (please specify)………………………..  | [ ] | Prefer not to say | [ ] |  |  |

Religion or belief

How would you describe your religion or strongly held belief (please tick)?

|  |  |
| --- | --- |
| No religion  | [ ]  |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations) | [ ] |
| MuslimHinduSikhJewish | [ ][ ][ ][ ] |
| BuddhistAny other religion | [ ][ ] |
| Prefer not to sayMy strongly held belief is ……………………………………………………………… | [ ] |
|  |  |

Disability

The Equality Act 2010 defines a disability as a "physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities". An effect is long-term if it has lasted, or is likely to last, more than 12 months.

Do you consider that you have a disability under the Equality Act 2010 (please tick)?

|  |  |  |  |
| --- | --- | --- | --- |
| Yes | [ ] | No | [ ] |
| Used to have a disability but have now recovered | [ ] | Don't know | [ ] |
| Prefer not to say | [ ] |   |