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**Equality and Diversity Monitoring Form**

The NBN Trust is committed to meeting the aims and commitments set out in our Equality, Diversity and Inclusion policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

As such, we need your help and co-operation to enable us to do this, but filling in this form is voluntary. The information provided will be kept confidential and will be used for monitoring purposes. Individuals will not be disadvantaged in any way by completing / not completing the form. Please return the completed form to [HR@nbn.org.uk](mailto:HR@nbn.org.uk)

**Gender** Male  Female  Intersex  Non-binary  Prefer not to say

If you prefer to use your own gender identity, please write in:

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

Yes     No    Prefer not to say

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

**What is your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.

***Asian or Asian British***

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say 

Any other Asian background, please write in:

***Black, African, Caribbean or Black British***

African  Caribbean  Prefer not to say

Any other Black, African or Caribbean background, please write in:

***Mixed or Multiple ethnic groups***

White and Black Caribbean  White and Black African  White and Asian Prefer not to say  Any other Mixed or Multiple ethnic background, please write in:

***White***

English  Welsh  Scottish  Northern Irish  Irish

British  Romani / Roma or Irish Traveller  Prefer not to say 

Any other White background, please write in:

***Other ethnic group***

Arab  Prefer not to say  Any other ethnic group, please write in:

**Do you consider yourself to have a disability or health condition?**

Yes No  Prefer not to say

What is the effect or impact of your disability or health condition on your work? Please write in here:

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with the manager running the recruitment process

**What is your sexual orientation?**

Heterosexual  Gay  Lesbian  Bisexual  Asexual  Pansexual  Undecided  Prefer not to say

If you prefer to use your own identity, please write in:

**What is your religion or belief?**

No religion or belief  Buddhist  Christian  Hindu  Jewish

Muslim  Sikh  Prefer not to say  If other religion or belief, please write in:

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

None

Primary carer of a child/children (under 18)

Primary carer of disabled child/children

Primary carer of disabled adult (18 and over)

Primary carer of older person

Secondary carer (another person carries out the main caring role)

Prefer not to say

**Which type of school did you attend for the most time between the ages of 11 and 16?**

A state-run or state-funded school

Independent or fee-paying school

Independent or fee-paying school, where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there

Attended school outside the UK

I don’t know

I prefer not to say

**What was the occupation of your main household earner when you were about aged 14?**

|  |  |
| --- | --- |
| Modern professional & traditional professional occupations – such as  teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.  Senior, middle or junior managers or administrators - such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.  Clerical and intermediate occupations - such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.  Technical and craft occupations - such as: motor mechanic, plumber, printer, electrician, gardener, train driver.  Routine, semi-routine manual and service occupations - such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.  Long-term unemployed (claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year).  Small business owners who employed less than 25 people - such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.  Other - such as: retired, this question does not apply to me, I don’t know.  I prefer not to say. |  |