**An Equal Opportunities Employer**



**EqualITY AND DIVERSITY monitoring form**

Rothamsted Research operates a policy of equality of opportunity and fair treatment in employment in line with the Equality Act 2010.

Rothamsted Research aims to ensure that unfair discrimination does not occur. To help us achieve this aim, we ask you to complete this confidential monitoring form. Codes of practice issued by Equal Opportunities bodies recommend that employers monitor their recruitment and employment practices to ensure that their policies are working effectively.

Please complete the form and return it with your application form. It will be removed from your application and the information you have provided will be used for monitoring purposes only. **It will not be seen by those who are responsible for making recruitment decisions. Information provided will be stored securely and confidentially.**

**Role applied for:**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **ARE YOU:** | **MALE** |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  | **FEMALE** |  |  |  |  |  |  |  |  |

**2 WHAT IS YOUR DATE OF BIRTH?**

**3 WHAT IS YOUR NATIONALITY?**

**4 WHAT IS YOUR ETHNIC GROUP?**

|  |  |  |  |
| --- | --- | --- | --- |
| **White British, Irish, Other** |  | **Black/African/Caribbean/Black British** |  |
| **Mixed/Multiple Ethnic Groups** |  | **.Other Ethnic Group** |  |
| **Asian/Asian British** |  | **Prefer Not to Say** |  |

**4 WHAT IS YOUR RELIGION OR BELIEF**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Christian |  |  | Buddhist |  |  | Hindu |  |  | Jewish |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Muslim |  |  | Sikh |  |  | Agnostic |  |  | None |  | Other |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Prefer not to say |  |  |  |  |  |  |  |  |  |  |  |  |

|  |
| --- |
| **5 DISABILITY** |
| If you have a medical condition, the Equality Act 2010 requires employers to make reasonable adjustments to the job content or working environment.  **Definition of Disability:**  “A physical or mental impairment which has a substantial and long-term effect on a person’s ability to carry out normal day-to-day activities in a non-work environment.”  **DO YOU CONSIDER YOURSELF TO HAVE A DISABILITY AS DEFINED IN THE EQUALITY ACT 2010? Yes / No**  **If yes, what is the impact of your disability?**  **Prefer not to say** |

|  |  |
| --- | --- |
| **6** | **WHAT IS YOUR SEXUAL ORIENTATION?** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Heterosexual |  |  | Gay Man |  |  | Gay Woman |  |  | Bi-sexual |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Other |  |  | Prefer not to say |  |  |  |  |  |  |  |  |

|  |
| --- |
| **Thank you for completing this form.** |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| FOR OFFICIAL USE ONLY | | | | | | | |
|  | | | | | | | |
| **Application Number:** | | | | | | | |
|  |  |  |  |  |  |  |  |
|  | Shortlisted |  |  | Offered |  |  | Appointed |

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