**Recruitment Analysis / Equality Monitoring**

The Powell-Cotton Trust wants to ensure equality of opportunity in its employment policies and we continue to monitor our recruitment practices.

Your co-operation in completing this form is greatly appreciated, but not mandatory. Any information you provide is treated in strictest confidence and does not form part of your application.

Post applied for:

Where did you see this post advertised?:

**A. Your age**

|  |  |  |
| --- | --- | --- |
| 16 – 24 | 25 – 34 | 35 – 44 |
| 45 – 54 | 55 – 64 | 65+ |

**B. Your disability**

The Equality Act 2010 protects disabled people. The Act defines a person as disabled if they have a physical or mental impairment, which has a substantial and long term impact (i.e. has lasted or is expected to last at least 12 months) and has an adverse effect on the person’s ability to carry out normal day-to-day activities.

Do you consider yourself to be disabled according to the terms given in the Equality Act 2010?

|  |  |
| --- | --- |
| Yes | No |

If you have answered yes, please indicate which applies to you (by ticking next to it below).

People may experience more than one type of impairment, in which case tick all the types that apply. If your disability does not fit any of these types, please mark Other.

|  |  |
| --- | --- |
|  | Physical impairment, such as difficulty using your arms or mobility issues which means using a wheelchair or crutches |
|  | Sensory impairment, such as being blind / having a serious visual impairment or being deaf / having a serious hearing impairment |
|  | Mental health condition, such as depression or schizophrenia. |
|  | Learning disability, (such as Down’s syndrome or dyslexia) or cognitive impairment (such as autism or head-injury) |
|  | Long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy |
|  | Other, such as disfigurement (specify below if you wish) |

**C. Your ethnic group**

(These are based on the proposed Census 2021 categories, and are listed alphabetically)

**Asian**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Bangladeshi | Indian | | Pakistani | Chinese |
| Other | |

**Black**

|  |  |  |
| --- | --- | --- |
| African | Caribbean | Other |

**Mixed**

|  |  |  |  |
| --- | --- | --- | --- |
| White and  Black African | White and  Black Caribbean | White and  Asian | Other |

**White**

|  |  |  |  |
| --- | --- | --- | --- |
| British | Irish | Gypsy or Irish Traveller | Roma |
| Other |  |  | |

**Other ethnic group**

|  |
| --- |
| Arab |
| Other |

|  |
| --- |
| If other, please specify: |

Prefer not to say

**D. Your gender**

|  |  |  |  |
| --- | --- | --- | --- |
| Male | Female | Non-binary | |
| Other | Prefer not to say | |  |
| I identify my gender as: | | | |

Do you consider yourself to be a trans person?

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

**E. Your religion or belief – Which group below do you most identify with?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No religion | Baha’i | Buddhist | | Christian |
| Hindu | Jain | Jewish | | Muslim |
| Sikh | Other | | Prefer not to say | |

|  |
| --- |
| If other, please state: |

**F. Your sexual orientation**

|  |  |  |
| --- | --- | --- |
| Bi/Bisexual | Gay/Lesbian | Straight |
| Ace/Asexual | Other | Prefer not to say |

|  |
| --- |
| If other, please state: |

**G. Your Socio economic background**

Thinking back to when you were aged about 14, which best describes the sort of work the main/ highest income earner in your household did in their main job?

|  |  |
| --- | --- |
|  | Tick one box |
| Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer |  |
| Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse |  |
| Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive |  |
| Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver |  |
| Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant |  |
| Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff |  |
| Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican |  |
| Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer |  |
| Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year) |  |
| Retired |  |
| Don’t know |  |
| Prefer not to say |  |