Equal Opportunities Monitoring Form

SERT is committed to becoming a more inclusive, equal, and diverse organisation, in line with the Equality Act 2010. We value people as individuals, regardless of race, gender, sexuality, disability and other demographic factors and welcome everyone at South East Rivers Trust.

To help us maintain an accurate picture of our current and potential workforce/team, we would be grateful if you would complete and return the form below. Please note, any data you submit will be held securely and only used for the purpose of monitoring our organisational profile.

If you have any specific requirements or questions regarding how the South East Rivers Trust can support you within your role, please get in touch at [jobs@southeastriverstrust.org](mailto:jobs@southeastriverstrust.org).

**Gender: How do you identify?**

Male  Female  Transgender  Non-binary  Prefer not to say

If you prefer to use another term, please specify here:

**Are you married or in a civil partnership?** Yes  No  Prefer not to say

**Age** 16-24 25-29 30-34 35-39 40-44 45-49  50-5455-59 60-64 65+  Prefer not to say

**How would you describe your ethnicity?**

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

***Mixed/multiple ethnic groups***

White and Black Caribbean  White and Black African  White and Asian

Any other mixed background, please include details here:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Asian/Asian British***

Indian  Pakistani  Bangladeshi  Chinese

Any other Asian background, please include details here:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Black/ African/ Caribbean/ Black British***

African  Caribbean

Any other Black/African/Caribbean background, please include details here:­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***White***

English  Welsh  Scottish  Northern Irish  Irish

British  Gypsy or Irish Traveller

Any other white background, please include details here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Other ethnic group***

Arab

Any other ethnic group, please include details here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Prefer not to say***

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

Yes, I have a disability No, I don’t have a disability  Prefer not to say

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please include details here:

The Equality Act 2010, defines a disability is 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.’ For these purposes, ‘long term’ is taken to mean the condition is likely to last longer than 12 months or likely to recur. The information in this form is for monitoring purposes only. If you need reasonable adjustment/s to do your role or attend an interview, please contact us at [jobs@southeastriverstrust.org](mailto:jobs@southeastriverstrust.org).

**Which sexual orientation category best represents you?**

Heterosexual/Straight  Gay  Lesbian  Bisexual  Prefer not to say

If you prefer to use your own term, please specify here:

**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 specify here:

**Current SERT staff: What is your current working pattern? Job candidates: What would your proposed working pattern be?**

Full-time  Part-time  Prefer not to say

**Current SERT staff: What is your flexible working arrangement? Job candidates: What would your proposed flexible working arrangement be?**

None  Flexi-time  Staggered hours  Term-time hours

Job-share  Homeworking  Compressed hours

If other, please include details here:

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

None ☐

Primary or dual carer of:

A child/children (under 18) ☐

A disabled child/children ☐

A disabled adult (18 and over) ☐

An older person ☐

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

Prefer not to say ☐