**REF2021 Equal Opportunities Monitoring Form**

The Royal College is committed to ensuring that job applicants, members of staff and members are treated equally, without discrimination because of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. By completing this form you will help us maintain equal opportunities best practice and identify barriers to equality and diversity.

Please complete this form and return it with your other Expression of Interest (EoI) documentation. The form will be separated from your EoI on receipt. The information provided will be used for monitoring purposes only and will play no part in the nomination process.

Completion of this form is voluntary and all questions are optional. You are not obliged to answer any of these questions but the more information you supply, the more effective our monitoring will be. All information supplied will be treated in the strictest confidence.

**GENDER**

What is your gender (please tick)? (If you are undergoing gender reassignment, please use the gender identity you intend to acquire.)

|  |  |
| --- | --- |
| Male: |  |
| Female: |  |
| Prefer not to say: |  |

**GENDER IDENTITY**

Do you identify as transgender/transsexual (please tick)?

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

**ETHNIC GROUP**

How would you describe your nationality and/or ethnicity (please tick)?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **A. White:** |  | **B. Mixed race:** |  | **C. Asian or Asian British:** |  |
| British – English, Scottish or Welsh |  | White & Black Caribbean |  | Indian |  |
| Irish |  | White & Black African |  | Pakistani |  |
| Other White background |  | White & Asian |  | Bangladeshi |  |
|  |  | Other Mixed background |  | Other Asian background |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **D. Black or Black British:** |  | **E. Chinese & other groups:** |  | **Prefer not to say:** |  |
| Caribbean |  | Chinese |  |  |  |
| African |  | Other ethnic group |  |  |  |
| Other Black 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 |  | Prefer not to say |  |
| Gay man |  | Gay woman/lesbian |  |  |  |

If you are lesbian, gay or bisexual, are you open about your sexual orientation (please tick)?

|  |  |  |  |
| --- | --- | --- | --- |
|  | Yes | Partially | No |
| At home: |  |  |  |
| With colleagues: |  |  |  |
| With your manager: |  |  |  |
| At work generally: |  |  |  |

**RELIGION OR BELIEF**

Please describe your religion or other strongly-held belief.

|  |  |
| --- | --- |
| I would describe my religion or belief as: |  |
| I have no particular religion or belief: |  |
| Prefer not to say: |  |

**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 (please tick)?

|  |  |  |  |
| --- | --- | --- | --- |
| Yes: |  | No: |  |
| Used to have a disability but have now recovered: |  | Don’t know: |  |
| Prefer not to say: |  |  |  |