Dear candidate

**RECRUITMENT MONITORING**

Advocacy Focus is an equal opportunities employer.

In order that Advocacy Focus can monitor the effectiveness of our recruitment programmes to ensure they are open to all sections of the community and report on advertising strategies, we have designed a Diversity Questionnaire with the intention of having a separate, confidential record of your name, where you obtained information about the vacancy you applied for and information about the protected characteristics within the Equality Act 2010 listed below:

• Age

• Disability

• Race – this includes ethnic or national origins, colour or nationality

• Religion or belief – this includes non-belief

• Sex

• Sexual orientation

To assist us in this, it would be helpful if you would take the time to complete this questionnaire in full. Please ensure that you include your name and vacancy title in the boxes provided. After completion, please return the questionnaire to HR Team, Advocacy Focus, The Old Tannery, Eastgate, Accrington, BB5 6PW or, email to:

[hr@advocacyfocus.org.uk](mailto:hr@advocacyfocus.org.uk)

The information contained in this questionnaire will be treated as confidential and will be used for monitoring purposes only. This information will not be seen by any person involved in selection for the post for which you are applying.

**Your Information**

The General Data Protection Regulation (GDPR) 2018 gives rights to individuals in respect of personal data held about them by others and as directed by the Act, you should know the following:

The diversity information you provide will enable Advocacy Focus to monitor the effectiveness of our Equal Opportunities Policy and meet our legal obligations under the Equality Act 2010. Effective monitoring is an important tool for measuring performance and progress towards equality and diversity goals and in ensuring a truly inclusive working environment. This information is only used for research and statistical analysis.

Diversity information is defined by the DPA as “sensitive”. It is not mandatory to supply “sensitive” information, but should you do so it will not affect your application in any way.

The information you give will be held on an electronic system by Advocacy Focus for the following length of time:

* If you are unsuccessful in your application, the information will be held for no longer than six months
* If you are employed by Advocacy Focus, the information contained within this document will be held for a maximum of six years post-employment.

If you are appointed we will also use the information you provided on disability to ensure that we are meeting our obligations under the Equality Act 2010 to make reasonable adjustment to the work place so that a disabled person is not at any substantial disadvantage compared to a non-disabled person.

Any other disclosures will only be made if we are required to do so by any court order or similar process, or as required by law.

Thank you for your co-operation.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SURNAME:** |  |  | **JOB APPLIED**  **FOR :** |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **FIRST NAME:** |  |  |  |

**AGE**

What is your age? Please mark ‘X’ in one box only

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 16-19 |  |  | 20-24 |  |
| 25-29 |  |  | 30-34 |  |
| 35-39 |  |  | 40-44 |  |
| 45-49 |  |  | 50-54 |  |
| 55-59 |  |  | 60-64 |  |
| 65+ |  |  |  |  |

**DISABILITY**

A disabled person is defined under the Equality Act 2010 as someone with a ‘**physical or mental impairment which has a substantial and long term adverse effect on that person’s ability to carry out normal day-to-day activities**.’

Do you consider yourself to be disabled under the Equality Act 2010? Please mark ‘X’ in the appropriate box.

YES NO

PREFER NOT TO SAY DON’T KNOW

If **YES**, please answer the following question; otherwise proceed to the next section.

Please indicate by marking ‘X’ in the appropriate box, mark all that apply.

**A** Hearing impairment

**B** Visual impairment

**C** Speech impairment

**D** Mobility impairment

**E**  Physical co-ordination difficulties

**F** Reduced physical capacity

**G** Severe disfigurement

**H** Learning difficulties (e.g. dyslexic)

**I** Mental ill health

**J** Progressive conditions

**K** Other (please specify)

**REASONABLE ADJUSTMENTS**

The Equality Act 2010 requires all employers to make reasonable adjustments for disabled employees.

Advocacy Focus uses the social model to inform disability action planning. This means concentrating on the environment, removing barriers wherever possible that get in the way of a disabled person from doing their job. Should you be successful in your appointment to the post, do you require any reasonable adjustments to be put in place?

Please specify in the box below:

**ETHNIC ORIGIN**

Advocacy Focus wants to ensure that all applicants are treated equally whatever their race, colour or ethnic origin. To do this we need to know about the ethnic origin of people who apply to join us. These categories were used in the 2011 Census and are listed alphabetically. Which groups do you most identify with?

Please mark ‘X’ in only ONE box in column A and only ONE box in column B

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | **COLUMN A** |  | **COLUMN B** | |
|  |  |  |  | **ASIAN** | |
| (A) |  | British or Mixed British | (A) |  | Bangladeshi |
|  |  |  |  |  |  |
| (B) |  | English | (B) |  | Indian |
|  |  |  |  |  |  |
| (C) |  | Irish | (C) |  | Pakistani |
|  |  |  |  |  |  |
| (D) |  | Scottish | (D) |  | Any other Asian background (please specify) |
|  |  |  |  |  |  |
| (E) |  | Welsh |  |  |  |
|  |  |  |  | **BLACK** | |
| (F) |  | Any other? (please specify) | (E) |  | African |
|  |  |  |  |  |  |
|  |  |  | (F) |  | Caribbean |
|  |  |  |  |  |  |
|  |  |  | (G) |  | Any other Black background (please specify) |
|  |  |  |  |  | |
|  | | |  |  |  |
|  | | |  | **CHINESE** | |
|  | | | (H) |  | Any Chinese background (please specify) |
|  | | |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  | **MIXED ETHNIC BACKGROUND** | |
|  |  |  | (I) |  | Asian and White |
|  |  |  |  |  |  |
|  |  |  | (J) |  | Black African and White |
|  |  |  |  |  |  |
|  |  |  | (K) |  | Black Caribbean and White |
|  |  |  |  |  |  |
|  |  |  | (L) |  | Any other Mixed ethnic background |
|  |  |  |  |  | (please specify) |
|  |  |  |  |  |  |
|  |  |  |  | **WHITE** | |
|  |  |  | (M) |  | Any White background (please specify) |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  | **ANY OTHER ETHNIC BACKGROUND** | |
|  |  |  | (N) |  | Any other ethnic background (please specify) |
| Date: …………………………............................ | | | | | |

|  |
| --- |
| **NB:** For statistical purposes, all boxes in Column B, other than Box M, count as ‘ethnic minority’ representation. |

**SEX**

How do you describe your gender identity?

|  |  |
| --- | --- |
| Male |  |
| Female |  |
| Non-Binary |  |
| Please Specify |  |
| Prefer not to say |  |

Is your gender different to that which was assigned to you at birth?

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

What are your pronouns?

**SEXUAL ORIENTATION**

Advocacy Focus wants to ensure that all applicants are treated equally whatever their sexual orientation. To do this we need to know about the sexual orientation of people who apply to join us. We should therefore be grateful if you would complete the following question. Your answer will be treated in the strictest confidence and will not affect your job application in any way.

Which group do you most identify with? The options are listed alphabetical order.

Please mark ‘X’ in **one** box only:

|  |  |  |
| --- | --- | --- |
| (A) |  | Bi-Sexual |
|  |  |  |
| (B) |  | Gay woman/lesbian |
|  |  |  |
| (C) |  | Gay man |
|  |  |  |
| (D) |  | Heterosexual/straight |
|  |  |  |
| (E) |  | Other |
|  |  |  |
| (F) |  | Prefer not to say |

**RELIGION OR BELIEF**

What is your religion or belief (including non-belief)? Please mark ‘X’ in the box below as appropriate.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Agnostic |  |  | Pagan |  |
| Atheist |  |  | Sikh |  |
| Bah’ai |  |  | Rastafarian |  |
| Buddhist |  |  | Scientologist |  |
| Christian – Catholic |  |  | Shinto |  |
| Christian – Protestant |  |  | Zoroastrian |  |
| Christian – Other |  |  | No religion or belief |  |
| Hindu |  |  | Prefer not to say |  |
| Humanism |  |  | Any other religion or belief |  |
| Jain |  |  |  |  |
| Jewish |  |  | Please specify below, if you wish. |  |
| Muslim |  |  |  |  |

**ADVERTISING EFFECTIVENESS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **YOUR**  **NAME:** |  |  | **JOB APPLIED**  **FOR :** |  |

Advocacy Focus internally monitors the effectiveness/impact of advertising vacancies and is constantly seeking to put the various forms of advertising to the best use to attract as diverse a range of candidates as possible.

We recognise that you may have learnt about the vacancy from various sources, but we want to know how you became aware of this vacancy.

**HOW DID YOU GET DETAILS OF THIS VACANCY?** Please mark ‘X’ in the appropriate box(es) below:

**AF Website**

**Indeed**

**Charity Jobs**

**Word of Mouth**

**Other Website**

(Please specify from which website(s) you saw the advert)

………………………………………

………………………………………

#### FOR HR PURPOSES ONLY

**Recorded ……………………**

**Date ……………………………**