# Diversity monitoring form

At Tommy's, we know how important it is to recognise and value differences in our people. That’s how we can build a passionate, effective workforce who are all driving together to meet our vision to halve the number of babies who die during pregnancy and birth by 2030.

We are committed to making our organisation a place where everyone is treated fairly, has the same opportunities, is supported to achieve their very best and feels welcome, included and part of the Tommy's team.

Tommy’swants to meet the aims and commitments set out in our Diversity Policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

We need your help and co-operation to do this, but filling in this form is voluntary and the information included will be treated in the strictest confidence and used for monitoring purposes only.

Please return the completed form to recruitment@tommys.org.

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| --- | --- |
| **What position are you applying for?** |   |

1. **What is your gender identity?**

Male: [ ]

Female: [ ]

Non-binary: [ ]

Prefer not to say: [ ]

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

**Is your gender identity the same as the sex assigned to you at birth?**

Yes: [ ]

No: [ ]

Prefer not to say: [ ]

1. **Are you married or in a civil partnership?**

Yes: [ ]

No: [ ]

Prefer not to say: [ ]

1. **Age**

18-24 [ ]  25-34 [ ]

35-44 [ ]  45-54 [ ]

55-66 [ ] 65+ [ ]  Prefer not to say [ ]

1. **What is your ethnicity?**

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

***White***

English [ ]

Welsh [ ]

Scottish [ ]

Northern Irish [ ]

Irish [ ]

British [ ]

Gypsy or Irish Traveller [ ]

Prefer not to say [ ]

Any other white background, please write in the box below:

***Mixed/multiple ethnic groups***

White and Black Caribbean [ ]

White and Black African [ ]

White and Asian [ ]

Prefer not to say [ ]

Any other mixed background, please write in the box below:

***Asian/Asian British***

Indian [ ]

Pakistani [ ]

Bangladeshi [ ]

Chinese [ ]

Prefer not to say [ ]

Any other Asian background, please write in the box below:

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

African [ ]

Caribbean [ ]

Prefer not to say [ ]

Any other Black/African/Caribbean background, please write in the box below:

***Other ethnic group***

Arab [ ]

Prefer not to say [ ]

Any other ethnic group, please write in the box below:

1. **What is your sexual orientation?**

Heterosexual [ ]

Gay [ ]

Gay woman/

Lesbian [ ]

Bisexual [ ]

Asexual [ ]

Prefer not to say [ ]

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

1. **What is your religion or belief?**

No religion or belief [ ]

Atheist [ ]

Buddhist [ ]

Christian [ ]

Hindu [ ]

Jewish [ ]

Muslim [ ]

Sikh [ ]

Prefer not to say [ ]

If other religion or belief, please write in the box below:

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

*N.B. The Disability Discrimination Act’s definition of disability is someone who has a substantial impairment that has a long-term (a year minimum) adverse effect on day-to-day activities.*

Many people do not consider themselves to be disabled. But consider whether you have a condition, the effects of which are expected to last, or have lasted for a year or longer, and have a substantial effect on your ability to carry out day-to-day activities, or your day-to-day activities would be limited without medication, treatment or adjustments (eg the use of inhalers, physiotherapy, a hearing aid).

Yes: [ ]

No: [ ]

Prefer not to say: [ ]

If yes, please provide details of the nature of the disability/health condition.

Mobility/manual dexterity [ ]

Visual impairment [ ]

Hearing impairment [ ]

Mental health /

cognitive impairment [ ]

Dyslexia [ ]

Other (please specify below) [ ]

**The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’ to the interview process, then please discuss this with the manager running the recruitment process.**

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| --- |
| Thank you for taking the time to complete this form. |