## Diversity Monitoring Form – applicants

Gendered Intelligence collects the information below to monitor whether we are attracting job applicants from all sectors of the community. This sheet is detached from your application form and does not form part of the shortlisting process.

1. What is your age ? \_\_\_\_\_\_\_\_\_\_\_\_

2. What is your highest level of qualification?

* None
* GCSE or Equivalent
* A Level or Equivalent
* Bachelor's Degree or Equivalent
* Master's Degree or Equivalent
* Doctorate or Equivalent
* Prefer not to say

3. How would you describe your gender identity?

Please use the term with which you are most comfortable. If you do not wish to provide this information please write "Prefer not to say"

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

4. Do you always identify with the sex/gender you were assigned at birth or in early childhood?

* Yes
* No
* Partly/Sometimes
* Unsure
* Prefer not to say

Many people identify with the sex/ gender they were assigned at birth or in early childhood, for example a person assigned male at birth who grows up to think of themselves as a man, or someone assigned female at birth who grows up to think of themselves as a woman. If this is your experience, this typically aligns with ticking Yes above.

However at GI we recognise that people have diverse experiences of gender and may not identify with the sex/ gender they were assigned at birth or in early childhood. This can include people who describe themselves as trans, non-binary, gender fluid, gender questioning or one of many other terms. If this is your experience, this typically aligns with ticking No; Partly/Sometimes; or Unsure above.

5. Do you identify as intersex / have an intersex trait or history?

* Yes
* No
* Unsure
* Prefer not to say

Intersex people are born with physical sex characteristics that do not fit typical binary notions of male or female bodies. (Definition from the Organisation Intersex International)

6. How would you describe your sexual orientation?

Please use the term(s) with which you are most comfortable. If you do not wish to provide this information please write "Prefer not to say"

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

7. What is your ethnic group or groups?

Ethnic groups are about the groups to which you perceive you belong. It is not about your nationality, place of birth or citizenship. e.g. You might want to write “Asian British/ Indian” or “Gypsy, Roma or Traveller”. You can also write “Prefer not to say.”

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

8. Do you have a religion, faith or belief?

* Yes
* No
* Prefer not to say

Please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**9. Do you have an impairment, health condition or learning difference** that has a substantial or long term impact on your ability to carry out day to day activities? (\*see below for definition).

You do not need to have a professional diagnosis to tick any of the boxes below.

Please select all that apply:

* No known impairment, health condition or learning difference
* A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
* A mental health difficulty, such as depression, schizophrenia or anxiety disorder
* A physical impairment or mobility issues, such as difficulty using your arms or using a wheelchair or crutches
* A social/communication impairment such as a speech and language impairment or Asperger’s syndrome/other autistic spectrum disorder
* A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D
* Blind or have a visual impairment uncorrected by glasses
* D/deaf or have a hearing impairment
* An impairment, health condition or learning difference that is not listed above (Please state below)
* Prefer not to say

Please provide any additional details you wish to share

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\* Explanation of terms for Q9

Under the Equality Act 2010, a person is considered to have a disability 'if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities’. ‘Substantial' is defined by the Act as 'more than minor or trivial'. An impairment is considered to have a long term effect if:

* it has lasted for at least 12 months
* it is likely to last for at least 12 months, or for the rest of the life of the person.

Normal day-to-day activities are not defined in the Act, but in general they are things people do on a regular or daily basis, for example eating, washing, walking, reading, writing or having a conversation. Only serious visual impairments are covered by the Equality Act 2010. For example, a person whose eyesight can be corrected through the use of prescription lenses is not covered by the Act; neither is an inability to distinguish between red and green. The same logic does not apply to hearing aids. If someone needs to wear a hearing aid, then they are likely to be covered by the Act. However, both hearing and visual impairments have to have a substantial adverse effect on the ability to carry out normal day-to-day activities in order for a person to be covered by the Act.