

Equal Opportunities Monitoring Form

STRICTLY CONFIDENTIAL

Wales Golf values diversity and works to advance equality standards. We encourage and welcome applicants from all society. We ask applicants to complete and return an equal opportunity monitoring form with their application, to help us check the effectiveness of our recruitment and equality and diversity policies.

Completion of all questions within this form is optional, but the more information we have, the more effectively we can operate as an organisation. All questions relate to the protected characteristics covered by present equality legislation, known as the Equality Act 2010.

All information about an individual will be stored securely and anonymously. Results will only be produced in a depersonalised and aggregated form. This information will be treated confidentially and will be separated from your application on receipt. It will not form part of your application and will not be seen by the panel shortlisting or interviewing applicants.

The information you provide will be treated as sensitive data under the Data Protection Act 1998.

If you choose not to complete this form, your application will not be affected. You may also send this form in a separate envelope if you wish.

Please answer all questions as instructed. If you do not answer a question, your response will be recorded as “prefer not to answer”.

**Please tick the relevant box in each section, or complete details as appropriate.**

1. **What gender do you identify as?**

|  |  |  |  |
| --- | --- | --- | --- |
| Male |  | Female |  |
| Non-binary |  | Prefer not to answer |  |
| Other (please specify) |  |

1. **Do you consider your gender to be the same as at birth?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Yes |  | No |  | Prefer not to answer |  |

1. **What is your age?**

|  |  |  |  |
| --- | --- | --- | --- |
| Under 18 years |  | 18 - 24 years |  |
| 25 - 34 years |  | 35 – 44 years |  |
| 45 – 54 years |  | 55 – 64 years |  |
| 65 + years |  | Choose not to disclose |  |

1. **What is your ethnic group?**

Please choose **one** section A-F, then tick **one** box which **best** describes your ethnic group or background.

|  |
| --- |
| **A - White** |
| British (includes England, Wales & Scotland) |  | Irish |  |
| Any other white background (please state): |  |
| **B - Mixed / multiple ethnic groups** |
| White and Black Caribbean |  | White and Black African |  |
| White and Asian |  |  |
| Any other mixed ethnic background (please state): |  |
| **C - Asian / Asian British** |
| Indian |  | Pakistani |  |
| Bangladeshi |  | Chinese |  |
| Any other Asian Background (please state): |  |
| **D - Black / African / Caribbean / Black British** |
| African |  | Caribbean |  |
| Any other Black / African / Caribbean background (please state): |  |  |  |
| **E - Other ethnic group** |
| Arab |  | Any other Ethnic group – please specify |  |
| **F. – Choose not to disclose:** |  |

1. **Do you consider yourself to have a disability?**You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities.

|  |  |  |  |
| --- | --- | --- | --- |
| Disabled |  | Non-disabled |  |

If you consider yourself to be disabled, please indicate in the relevant box for any of the following options that describe your disability:

|  |  |  |  |
| --- | --- | --- | --- |
| Visual |  | Learning |  |
| Hearing |  | Physical |  |
| Multiple |  | Choose not to disclose |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
| Heterosexual |  | Gay |  |
| Bisexual |  | Lesbian |  |
| Prefer not to answer |  | Other |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
| Christianity |  | Muslim |  |
| Buddhist |  | Jewish |  |
| Hindu |  | No religion |  |
| Any other religion or belief? (please state): |  | Choose not to disclose |  |

Thank you for completing this form.

