# Equality and diversity monitoring form

Institute of Imagination wants to meet the aims and commitments set out in its equality 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.

The organisation needs your help and co-operation to enable it to do this, however filling in this form is wholly voluntary. By completing this form, you are giving your consent to the iOi storing your data confidentially and it being used to carry out meaningful equal opportunities monitoring. You can withdraw your consent at any time.

The information you provide will stay confidential, and be stored securely and limited to only necessary staff in the organisation’s Human Resources section.

Please return the completed form in the envelope marked ‘Strictly confidential’ to the Team Operations Manager.

Which one of the following best describes your gender?

Male 🗆 Female 🗆 In another way 🗆 Prefer not to say 🗆

If you describe your gender with another term, please provide this here:

Do you consider yourself to be a trans person?

Trans is an umbrella term to describe people whose gender is not the same as the sex they were assigned at birth

Yes 🗆 No 🗆 Prefer not to say 🗆

Which of the following best describes your sexual orientation?

Heterosexual/straight 🗆 Gay/lesbian 🗆 Bi/bisexual 🗆

Prefer not to say 🗆 If you prefer to use another term, please provide this here:

Are you married or in a civil partnership?

Yes 🗆 No 🗆 Prefer not to say 🗆

Age 16-24 🗆 25-29 🗆 30-34 🗆 35-39 🗆 40-44 🗆 45-49 🗆

50-54 🗆 55-59 🗆 60-64 🗆 65+ 🗆 Prefer not to say 🗆

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 🗆

Any other white background, please provide this:

*Mixed/multiple ethnic groups*

White and Black Caribbean 🗆 White and Black African 🗆 White and Asian 🗆

Any other mixed background, please provide this:

*Asian/Asian British*

Indian 🗆 Pakistani 🗆 Bangladeshi 🗆 Chinese 🗆

Any other Asian background, please provide this:

*Black/ African/ Caribbean/ Black British*

African 🗆 Caribbean 🗆

Any other Black/African/Caribbean background, please provide this:

*Other ethnic group*

Arab 🗆 Any other ethnic group, please provide this:

Prefer not to say 🗆

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

Yes 🗆 No 🗆 Prefer not to say 🗆

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:

What is your religion or belief?

No religion or belief 🗆 Buddhist 🗆 Christian 🗆 Hindu 🗆 Jewish 🗆

Muslim 🗆 Sikh 🗆 Prefer not to say 🗆

If other religion or belief, please provide this:

What is your current working pattern?

Full-time 🗆 Part-time 🗆 Prefer not to say 🗆

What is your flexible working arrangement?

None 🗆 Flexi-time 🗆 Staggered hours 🗆 Term-time hours 🗆

Annualised hours 🗆 Job-share 🗆 Flexible shifts 🗆 Compressed hours 🗆

Homeworking 🗆 Prefer not to say 🗆 If other, please write in:

Do you have caring responsibilities? If yes, please tick all that apply

None 🗆 Primary carer of a child/children (under 18) 🗆

Primary carer of disabled child/children 🗆 Primary carer of disabled adult (18 and over) 🗆

Primary carer of older person 🗆 Secondary carer (another person carries out the main caring role) 🗆

Prefer not to say 🗆