# 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 age category are you in?**

16-24 [ ]  25-34 [ ]  35-44 [ ]  45-54 [ ]  55-64 [ ]  65+ [ ]

Prefer not to say [ ]

Which of the following best describes your gender?

Male [ ]  Female [ ]  In another way [ ]  Prefer not to say [ ]

If you prefer to 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 [ ]

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person’s ability to carry out normal day-to-day activities.

If you have a condition which fits the Equality Act definition, please tick 'Yes' even if

you are not limited by your condition.

Yes [ ]  No [ ]  Prefer not to say [ ]

Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Yes, limited a lot [ ]  Yes, limited a little [ ]  No [ ]  Prefer not to say [ ]

What is your ethnic group?

*Asian/Asian British*

Bangladeshi [ ]  Chinese [ ]  Indian [ ]  Pakistani [ ]

Any other Asian background [ ]

*Black/ Black British*

African [ ]  Caribbean [ ]

Any other Black background [ ]

*Mixed/multiple ethnic groups*

White and Asian [ ]  White and Black African [ ]  White and Black Caribbean [ ]

White and Chinese [ ]

Any other Mixed/multiple ethnic background [ ]

*White*

British/English/Welsh/Northern Irish/Scottish [ ]  Irish [ ]  Gypsy or Irish Traveller [ ]

Any other white background [ ]

*Other ethnic group*

Arab [ ]  Any other ethnic group [ ]

Prefer not to say [ ]

What is your religion or belief?

No religion or belief/Atheist [ ]  Buddhist [ ]  Christian [ ]  Hindu [ ]

Jewish [ ]  Muslim [ ]  Sikh [ ]  Any other religion or belief [ ]  Prefer not to say [ ]

What is your sexual orientation?

Bisexual [ ]  Gay man [ ]  Gay woman/lesbian [ ]  Heterosexual/straight [ ]

Other [ ]  Prefer not to say [ ]

If you prefer to use another term, please provide this here:

Did you mainly attend a state or fee paying school between the ages 11-18?

If you changed school please base your answer on the last two years of your education

UK State School [ ]  UK Independent/Fee-paying School [ ]  Attended school outside of the UK [ ]

Prefer not to say [ ]

If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

Yes [ ]  No [ ]  Did not attend University [ ]  Prefer not to say [ ]

Are you the primary carer for a child or children under 18?

Yes [ ]  No [ ]  Prefer not to say [ ]

**Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?**

No [ ]  Yes, 1-19 hours a week [ ]  Yes, 20-49 hours a week [ ]
Yes, 50 or more hours a week [ ]

Prefer not to say [ ]