

Equal Opportunities Monitoring Form

The Intensive Care National Audit & Research Centre (ICNARC) is committed to promoting equality and diversity opportunities for its staff and those applying to join ICNARC. This includes monitoring the recruitment and selection process to ensure all candidates are treated fairly, and that our policies and procedures are effective in avoiding discrimination and promoting equal opportunities in recruitment.

We do this by collecting information from all candidates on key characteristics which can be related to equality and diversity in employment. The information you provide on this form will be used by authorised personnel only and will form a confidential statistical record/database which will be used for statistical analysis and will be processed in accordance with Data Protection legislation (the Data Protection Act 1998 and General Data Protection Regulations).

This form will be detached from the Job Application Form as soon as it is received prior to shortlisting, and confidentially retained by ICNARC. This form will not be seen by those involved in the shortlisting/selection process.

1. Name

2. Gender

Man Woman Non-binary Prefer not to say
 If you prefer to use your own term, please specify here

3. Marital status

Are you married or in a civil partnership? Yes No Prefer not to say

4. Age banding

Age 16-24 25-29 30-34 35-39 40-44 45-49
 50-54 55-59 60-64 65+ Prefer not to say

5. 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

British Irish Other White Background :

Mixed

White and Black Caribbean White and Black African White and Asian
 Other mixed background :

Asian/Asian British

Indian Pakistani Bangladeshi Chinese
 other Asian background :

Black/ Black British

African Caribbean
 other Black background :

Other ethnic group

Prefer not to say
 Any other ethnic group :

6. Disability/Health Condition

You are defined as disabled if you believe you have a physical or mental impairment that has a substantial and long- term adverse effect on your ability to carry out normal day-today activities. Disability can be visible or hidden.

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

Yes No Prefer not to say

If you answered yes please let us know if, were you appointed, whether we could make any adjustments to assist you in the workplace.

.....

7. Sexual Orientation

Heterosexual Gay woman/lesbian Gay man Bisexual
 Prefer not to say If you prefer to use your own term, please specify.....

8. Religion/Belief

No religion or belief Buddhist Christian Hindu Jewish
 Muslim Sikh Prefer not to say other religion or belief :

9. Recruitment information

Please specify where you saw the position advertised (please specify where appropriate):

Recruitment Agency _____ Website _____
 Word of Mouth (Friends/Relatives) _____ Newspaper _____
 Other Source _____ Other Publication _____

Thank you for taking the time to complete this form.