

# Monitoring Form

Lighthouse is an Equal Opportunities employer and recognises the benefits of having a diverse workforce. 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.

We need to ask you certain information about yourself related to equality and diversity in order to ascertain who is applying for each position and to ensure that no one is being unfairly discriminated against or disadvantaged.

The information contained in this questionnaire will be treated as confidential and will be used for monitoring purposes. This information will not be seen by any person involved in selection for the post for which you are applying. Filling in this form is voluntary.

If you have any queries regarding this form, please contact Human Resources on **01202 280000**.

## POSITION APPLIED FOR

## PERSONAL DETAILS

Name

Date of Birth

Gender

Male                       Female                       Non-Binary                       I do not wish to disclose

Nationality

British                       Irish                       Other EU country                       Other Non EU country

## ETHNICITY

Please indicate your ethnic origin:

A. White

British                       Irish                       Other White background

B. Mixed

White & Black Caribbean                       White & Black African                       White & Asian                       Other Mixed background \*

C. Asian & Asian British

Indian                       Pakistani                       Bangladeshi                       Other Asian background \*

D. Black & Black British

Caribbean                       African                       Other Black background \*

E. Chinese or other group

Chinese                       Arab                       Any other background\*

F. Other

I do not wish to disclose

\* Please indicate any other ethnic background:

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## SEXUAL ORIENTATION

- Heterosexual       Transsexual       Bisexual  
 Gay       Lesbian       Other       I do not wish to disclose

## DISABILITY

Disability is described by the Equality Act 2010 as a physical or mental impairment that has a substantial long term adverse effect on an individual's ability to carry out normal day to day activities.

Applications from disabled people are welcome. We will ensure that appropriate support is provided where required, both in the recruitment and selection process, and during employment.

### Do you consider yourself to have a disability?

- Yes       No       I do not wish to disclose       Other

Other, please indicate here

Please return in a sealed envelope together with your application form. This form will be detached from your application and will not be shared with the selection panel prior to interview.

This information will be retained confidentially and is only used for monitoring purposes in an anonymised format to assist Lighthouse in analysing the profile and make up of individual who apply, are shortlisted for and appointed to each vacancy.

**Thank you for completing this form.**