

# STATEMENT OF INTENT

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PR Recruitment and Training Ltd is committed to ensuring the recruitment processes, attraction, selection, interviewing, and onboarding of all individuals are conducted in a non-biased way. We are genuinely committed to creating and maintaining an inclusive culture, and identifying authentic and clear data on candidates attracted to our organisation and clients, ensures we can manage any barriers that exist within our processes, plus preparing the organisation to offer the benefits, services, and facilities to maximise the performance of our future workforce and candidates.

We are committed to supporting the principle of equality of opportunity and operate a robust Equality, Diversity & Inclusion Policy. To help us to monitor the effectiveness of this policy, we request you fill out this form – however, it is entirely voluntary and strictly confidential. Please be assured of the anonymity of your submission and feel comfortable sharing your data in the knowledge this will be separated from your application and NOT used to form any part of the selection process.

# EQUALITY MONITORING FORM

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**Job Title Applied for:** \_\_\_\_\_

Please tick one box in each section.

### MONITORING ETHNICITY

Ethnic origin is not about nationality, place of birth, or citizenship. It is about the group to which you perceive you belong. UK citizens can belong to any of the groups indicated.

**What is your Ethnic Group?**

ASIAN OR ASIAN BRITISH	
Bangladeshi	
Indian	
Pakistani	
Other Asian (please specify)	
BLACK	
Black African	
Black Caribbean	
Black British	
Black European	

Other Black (please specify)	
WHITE	
White Eastern European	
White British	
White Irish	
White Western European (non-British)	
Other White (please specify)	
CHINESE OR CHINESE BRITISH	
Chinese	
Chinese British	
MIXED HERITAGE	
White and Black Caribbean	
White and Black African	
White and Asian	
Other Mixed Background (please specify)	
OTHER	
Other Ethnic Background (please specify)	
PREFER NOT TO SAY	
Prefer Not to Say	

## AGE

**What is your age range?**

Under 21		22 – 30		31 - 40	
41 – 50		51 – 60		61 – 70	
71 +		Prefer Not to Say			

## DISABILITY

The Equality Act 2010 defines a disability as follows: a person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. Long-term means it has lasted or is expected to last at least 12 months.

**Do you consider yourself to have a disability or impairment?**

Yes		No		Prefer Not to Say	
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**GENDER****What is your Gender?**

Male		Female		Prefer Not to Say	
Intersex		Non-binary		Other (Please Specify)	

**TRANSGENDER****Do you identify as Transgender?**

Yes		Prefer Not to Say	
No		Other (Please Specify)	

**RELIGION****What is your Religion?**

No Religion	
Christian (including Church of England, Catholic, Protestant, and all other Christian denominations)	
Buddhist	
Hindu	
Jewish	
Muslim	
Sikh	
Prefer not to say	
Any other religion (Please Specify)	

**SEXUAL ORIENTATION****Which of the following best describes your sexual orientation?**

Heterosexual / Straight	
Gay	
Lesbian	
Bisexual	
Prefer not to say	
Other (Please Specify)	