**DIVERSITY MONITORING FORM**

Swim Wales promotes inclusion and diversity, and welcomes applications from everyone. If you have any particular requirements in respect of the recruitment or interview process, please mention this in your covering letter.

Swim Wales is an equal opportunities employer and aims to provide a discrimination-free working environment. We are committed to an action plan and policy in line with the Equality Act 2010, which ensures that no job applicant or employee receives less favourable treatment because of a protected characteristic.

The following questions are about your profile and enable Swim Wales to monitor the effectiveness of its Equality Policy. The information provides us with a profile of Swim Wales job applicants so we can assess the representation of different groups and whether more needs to be done to achieve equality of opportunity.

**THIS INFORMATION WILL BE SEPARATED FROM YOUR APPLICATION FORM UPON RECEIPT.**

**AGE**

**Which age group do you belong to?**

|  |  |  |  |
| --- | --- | --- | --- |
| <20 years |    | 18-24 years |    |
| 25-34 years |    | 35-44 years |    |
| 45-54 years |    | 55-64 years |    |
| 65-74 years |    | 75+ years |    |
| Prefer not to say |    |

**Gender**

**How do you identify yourself?**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Male*(including female-to-male trans men)* |    | Female*(incl. male-to-female trans women)* |    | Non-binary*(e.g. androgyne people)* |    | Prefer not to say |    |

**Is your gender identity different to the sex you were assumed to be at birth?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Yes |    | No |    | Prefer not to say |    |
| *If yes, please describe the difference:*  |

**MARITAL STATUS**

**Which of the following best describes your current marital status?**

|  |  |  |  |
| --- | --- | --- | --- |
| Married |    | Civil Partnership |    |
| Partnership |    | Separated |    |
| Divorced |    | Single |    |
| Widowed |    | Prefer not to say |    |

**CARING RESPONSIBILITIES**

**Which of the following best describes your caring responsibilities?**

|  |  |  |  |
| --- | --- | --- | --- |
| No caring responsibilities |    | Primary carer of a child/children *(under 18 years)* |    |
| Primary carer of a disabled child/children |    | Primary carer of a disabled adult/adults *(over 18 years)* |    |
| Primary carer of an older person/people *(65 years and over)* |    | Secondary carer |    |
| Prefer not to say |    |

**Disability**

A disabled person is defined in the Equality Act 2010 as someone with a physical or mental impairment that has a substantial and long-term impact on their ability to carry out day to day activities. Examples are: mobility, manual dexterity, speech, hearing, sight and memory.

**Having read this definition do you consider yourself to be disabled?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Yes |    | No |    | Prefer not to say |    |
| *If yes, please describe the nature of your disability:* |

**SexUAL ORIENTATION**

**Which of the following statements best describes you?**

|  |  |  |  |
| --- | --- | --- | --- |
| Bisexual |    | Gay man |    |
| Gay woman/lesbian |    | Heterosexual/straight |    |
| Other |    | Prefer not to say |    |

**Religion and Beliefs**

**What religion, religious denominations or body do you belong to?**

|  |  |  |  |
| --- | --- | --- | --- |
| Buddhism |    | Islam |    |
| Christianity *(including Church of England, Catholic, Protestant and all other Christian denominations)* |    | Judaism |    |
| Hinduism |    | Sikhism |    |
| No Religion |    | Prefer not to say |    |
| Other philosophical or spiritual belief or religion *(please specify):* |    |

**NATIONAL IDENTITY AND Ethnicity**

**Do you have the indefinite right to work in the UK?**

|  |  |
| --- | --- |
| Yes |    |
| No  |    |
| *If no, please specify your* *eligibility to work in the UK:*  |

**Which nationality do you most identify with?**

|  |  |
| --- | --- |
| Welsh |    |
| English |    |
| Scottish |    |
| Northern Irish |    |
| British  |    |
| Mixed-British e.g. Welsh-British *(please specify)*: |    |
| Prefer not to say  |    |
| Other national identity *(please specify)*: |    |

**Which ethnic group do you most identify with?**

|  |  |  |
| --- | --- | --- |
| **White** | British  |    |
| Welsh |    |
| English |    |
| Scottish |    |
| Northern Irish |    |
| Irish |    |
| Gypsy or Irish Traveller |    |
| Any other white background *(please specify)*: |    |
| **Mixed / Multiple Ethnic Backgrounds** | White and Black Caribbean  |    |
| White and Black African  |    |
| White and Asian  |    |
| Any other mixed/multiple ethnic background *(please specify)*: |    |
| **Asian / Asian British** | Indian |    |
| Pakistani |    |
| Bangladeshi |    |
| Chinese |    |
| Any other Asian background *(please specify)*: |    |
| **Black / African / Caribbean /****Black British** | African |    |
| Caribbean |    |
| Any other Black/African/Caribbean background *(please specify)*: |    |
| **Any Other Ethnic Background** | Arab |    |
| Any other ethnic background (please specify): |    |
| **Prefer not to say** |    |

**WELSH LANGUAGE**

**Are you Welsh speaking?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Yes: Fluently**  |    | **Yes: Partly**  |    | **Non Welsh Speaker** |    |