# Equal Opportunities Monitoring

SAMS Groupwants to meet the aims and commitments set out in its Equality, Diversity & Inclusivity and Dignity & Respect policies. This includes not discriminating under the Equality Act 2010 and building an accurate picture of the make-up of our recruitment and workforce in encouraging equality and diversity.

We collect equal opportunities monitoring data on applicants and staff to monitor our progress in promoting equality and to inform any changes that may be needed to our policies, practices and services as well as for any statutory monitoring purposes required.

All information will be treated in accordance with the UK GDPR regulations and our GDPR policy and the data used for statistical monitoring will be anonymised and published in a way that does not allow individuals to be identified.

**Your equal opportunities information will not form part of any selection process and will not be disclosed to the selection panel.**

*The organisation needs your help and co-operation to enable it to do this but filling in this form is voluntary.*

Please answer the questions below by entering in an X in your selected boxes.

Please return the completed form to [recruitment@sams.ac.uk](mailto:recruitment@sams.ac.uk)

*Thank you for your assistance in completing our form.*

**Gender** Man  Woman  Intersex  Non-binary  Prefer not to say  If you prefer to use your own term, please specify here …………………….

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

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

**What is your 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 or tick here if you Prefer Not to Say 

***White***

English  Welsh  Scottish  Northern Irish  Irish 

British  Gypsy or Irish Traveller 

Any other white background, please write in:

***Mixed/multiple ethnic groups***

White and Black Caribbean  White and Black African  White and Asian  Any other mixed background, please write in:

***Asian/Asian British***

Indian  Pakistani  Bangladeshi  Chinese 

Any other Asian background, please write in:

***Black/ African/ Caribbean/ Black British***

African  Caribbean 

Any other Black/African/Caribbean background, please write in:

***Other ethnic group***

Arab  Any other ethnic group, please write in:

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

Yes No  Prefer not to say 

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:

The information in this form is for monitoring purposes only. Any reasonable adjustments would be requested separately at interview stage or as a new recruit joins the organisation.

**What is your sexual orientation?**

Heterosexual  Gay  Lesbian  Bisexual 

If you prefer to use your own term, please specify here …….….

**What is your religion or belief?**

No religion or belief  Buddhist  Christian  Hindu  Jewish 

Muslim  Sikh  If other religion or belief, please write in:

**What is your current working pattern?**

Full-time  Part-time  Prefer not to say 

**What is your flexible working arrangement?**

None  Flexi-time  Staggered hours  Term-time hours 

Annualised hours  Job-share  Flexible shifts  Compressed hours 

Homeworking  If other, please write in:

**Do you have caring responsibilities? If yes, please tick all that apply**

None  Primary carer of a child/children (under 18) 

Primary carer of disabled child/children 

Primary carer of disabled adult (18 and over)  Primary carer of older person 

Secondary carer (another person carries out the main caring role) 

Thank you for completing our form