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| **Equal Opportunities**  **Monitoring Form** |  |

The Police and Crime Commissioner is an equal opportunities employer and is determined to ensure that:  
  
The workforce reflects the diverse society which it serves and that the working environment is free from any form of harassment, intimidation, bullying or victimisation.  
  
No job applicant or employee is treated more or less favourably on the grounds of sex, gender reassignment, sexual orientation, age, marital status, pregnancy and maternity, race, colour, nationality, ethnic or national origin, religion or belief or disability.

The Equality Act 2010 prohibits discrimination, victimisation or harassment in employment, including recruitment.

No job applicant or employee is disadvantaged by a provision, criterion or practice which cannot be shown to be proportionate means of achieving a legitimate aim.  
  
The information on this form is for monitoring purposes only and will not be made available to those assessing your application. The information supplied will be treated in the strictest confidence and will not affect your job application in any way.

Where there is a reasonable adjustment requested, this information may be required to be shared with our Wellbeing Team so the organisation can ensure they can meet your individual needs, where possible.

It is important to be truthful within your application, particularly around disabilities, where we can agree to make reasonable adjustments so as not to unreasonably disadvantage disabled people. Disability is a physical or mental impairment, which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. This includes progressive and long-term conditions from the point of diagnosis, such as HIV, multiple sclerosis, cancer, mental illness or mental health problems, learning disabilities, dyslexia, diabetes, and epilepsy. This also includes 'disabled' as per the definition set out in the Equality Act 2010, as well as wider conditions including neurodiversity.

This information forms no part of the recruitment process.

**Please email your completed form with your completed job application to**

[ccrecruitment@cleveland.police.uk](mailto:ccrecruitment@cleveland.police.uk)

|  |  |
| --- | --- |
| **Age Band** | |
| Under 26 |  |
| 26 – 40 |  |
| 41 - 55 |  |
| 55+ |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Are you pregnant, currently on or returning from maternity/paternity/adoption leave?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Ethnicity Identity** | |
| White – English/Welsh/Scottish/Northern Irish/British |  |
| White – Irish |  |
| White – Gypsy or Irish Traveller |  |
| White – Roma |  |
| White – Any other White Background |  |
| Mixed – White and Black Caribbean |  |
| Mixed – White and Black African |  |
| Mixed – White and Asian |  |
| Mixed – Any other Mixed Background |  |
| Asian or Asian British – English/Welsh/Scottish/Northern Irish/British |  |
| Asian or Asian British – Indian |  |
| Asian or Asian British – Pakistani |  |
| Asian or Asian British – Bangladeshi |  |
| Asian or Asian British – Chinese |  |
| Asian or Asian British – Any other Asian Background |  |
| Black/African/Caribbean/Black British – English/Welsh/Scottish/Northern Irish/British |  |
| Black/African/Caribbean/Black British – Caribbean |  |
| Black/African/Caribbean/Black British – African |  |
| Black/African/Caribbean/Black British – Any other Black/African/Caribbean/Black British |  |
| Other Ethnic Group - Arab |  |
| Other Ethnic Group – Any other ethnic background |  |
| Prefer not to say |  |

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| --- | --- |
| **Religion or Belief** | |
| No Religion |  |
| Buddhist |  |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations) |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Pagan |  |
| Sikh |  |
| Any Other Religion |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Sex** | |
| Female |  |
| Male |  |
| Intersex |  |
| Other |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **What best describes your gender?** | |
| Female |  |
| Male |  |
| Prefer to self-describe |  |
| Prefer not to say |  |
| Other |  |

|  |  |
| --- | --- |
| **Is your gender identity the same as the sex you were assigned with?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Sexual Orientation** | |
| Bisexual |  |
| Gay/Lesbian |  |
| Heterosexual |  |
| Prefer to self-describe |  |
| Prefer not to say |  |
| **Do you consider yourself to have a disability?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Do you require a reasonable adjustment or accommodation at any part of the recruitment process?** | |
| Yes |  |
| No |  |

|  |
| --- |
| **If yes, please provide further details.** |
|  |