**Diversity Monitoring Form**

Equality, Diversity and Inclusion play a key part in our community and organisation, and are at the heart of everything we do at the Black Swimming Association (the BSA).

In order to monitor the effectiveness of our policies and procedures and how well we meet our legal requirements, all applicants are requested to complete this form.

The information you provide will be treated as **strictly confidential**and will be used only for equal opportunities purposes. It will not be shared with any decision-making panel or taken into consideration for short listing or interviewing purposes.

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| 1. **Where did you hear about the vacancy?** | |
| The BSA |  |
| Charity Job |  |
| Diversifying Website |  |
| Indeed |  |
| [Jobs.ac.uk](http://jobs.ac.uk) |  |
| LinkedIn |  |
| Social Media (Facebook, Instagram, Twitter) |  |
| Word of Mouth / Network |  |
| Other – please specify |  |

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| --- | --- |
| **2. What is your age range?** | |
| Under 18 |  |
| 18-29 years |  |
| 30-39 years |  |
| 40-49 years |  |
| 50-59 years |  |
| 60-69 years |  |
| 70-79 years |  |
| Over 80 |  |
| Prefer not to say |  |

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| --- | --- |
| **3. Which of the following best describes your gender identity?** | |
| Female |  |
| Male |  |
| Non-binary |  |
| Transgender |  |
| Prefer not to say |  |

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| --- | --- |
| **4. Does the gender you live in match the gender you were assigned at birth?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |

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| --- | --- |
| **5. How do you define your sexual orientation?** | |
| Asexual |  |
| Bisexual |  |
| Gay / Lesbian |  |
| Heterosexual |  |
| Pansexual |  |
| Queer |  |
| Prefer not to say |  |
| Other |  |

|  |  |
| --- | --- |
| **6. What is your religion, faith or belief?** | |
| Agnostic |  |
| Atheist |  |
| Baha'i |  |
| Buddhist |  |
| Christian (including Catholic, Church of England, Church of Scotland, Protestant and all other Christian denominations) |  |
| Hindu |  |
| Jain |  |
| Jewish |  |
| Muslim |  |
| Rastafarian |  |
| Sikh |  |
| Spiritual |  |
| Zoroastrian |  |
| None |  |
| Prefer not to say |  |
| Other |  |

|  |  |
| --- | --- |
| **7. How would you describe your ethnic origin?** | |
| Arab or Arab British |  |
| Asian or Asian British - Bangladeshi |  |
| Asian or Asian British - Indian |  |
| Asian or Asian British - Pakistani |  |
| Black or Black British - African |  |
| Black or Black British - Caribbean |  |
| Chinese or Chinese British |  |
| Gypsy / Traveller |  |
| Mixed - White and Asian |  |
| Mixed - White and Black African |  |
| Mixed - White and Black Caribbean |  |
| White British |  |
| White Irish |  |
| Prefer not to say |  |
| Other |  |

|  |  |
| --- | --- |
| **8. Do you consider yourself to have a disability or disabilities?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |

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| **9.Please provide as much information as you can about your disability or disabilities.** |
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| **10. If you require any arrangements or adjustments to enable you to attend interview, please detail them below.** |
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**11. Guaranteed Interview Scheme**

We recognise that some candidates from marginalised backgrounds will have faced additional barriers throughout their careers and when applying for new roles. We are committed to taking positive action to expand the diversity of our team, by offering guaranteed interviews for candidates from ethnically diverse backgrounds.

If you meet the minimum criteria for a role and have an ethnically diverse background you can opt into our guaranteed interview scheme below.  
  
It is important to note that this scheme guarantees a longlist (first stage) interview for applicants from these groups who meet the minimum criteria and tell us that they'd like to be considered under the scheme. The selection decision at each interview stage will be based on the most suitable candidate, regardless of any protected characteristic(s). More information can be found in our candidate information pack.

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| This is applicable to me and I would like to be considered |  |
| I would not like to be considered and/or this is not applicable to me |  |

**Name:**

**Position applied for:**