Recruitment Analysis / Diversity Monitoring

Liberty wants to ensure equality of opportunity in its employment policies and we continue to monitor our recruitment practices.

Your co-operation in completing this form is greatly appreciated, but not mandatory. Any information you provide is treated in strictest confidence and does not form part of your application.

Post applied for:

Where did you see this post advertised? (please specify):

1. YOUR age

|  |  |  |
| --- | --- | --- |
| 16 – 24 [ ]  | 25 – 34 [ ]  | 35 – 44 [ ]  |
| 45 – 54 [ ]  | 55 – 64 [ ]  | 65+ [ ]  |

B. Your disability

The Equality Act 2010 protects disabled people. The Act defines a person as disabled if they have a physical or mental impairment, which has a substantial and long term (i.e. has lasted or is expected to last at least 12 months) adverse effect on the person’s ability to carry out normal day-to-day activities.

Do you consider yourself to be disabled according to the terms given in the Equality Act 2010?

|  |  |
| --- | --- |
| Yes [ ]  | No [ ]  |

If you have answered yes, please indicate which applies to you (by ticking next to it below).

People may experience more than one type of impairment, in which case tick all the types that apply. If your disability does not fit any of these types, please mark Other.

|  |  |
| --- | --- |
| [ ]  | Physical impairment, such as difficulty using your arms or mobility issues which means using a wheelchair or crutches |
| [ ]  | Sensory impairment, such as being blind / having a serious visual impairment or being deaf / having a serious hearing impairment |
| [ ]  | Mental health condition, such as depression or schizophrenia. |
| [ ]  | Learning disability, (such as Down’s syndrome or dyslexia) or cognitive impairment (such as autism or head-injury)  |
| [ ]  | Long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy |
| [ ]  | Other, such as disfigurement (specify below if you wish) |

C. Your ethnic group

(These are based on the proposed Census 2021 categories, and are listed alphabetically)

Asian

|  |  |  |  |
| --- | --- | --- | --- |
| Bangladeshi [ ]  | Indian [ ]  | Pakistani [ ]  | Chinese [ ]  |
| Other [ ]  |

Black

|  |  |  |
| --- | --- | --- |
| African [ ]  | Caribbean [ ]  | Other [ ]  |

Mixed

|  |  |  |  |
| --- | --- | --- | --- |
| White and [ ] Black African | White and [ ] Black Caribbean | White and [ ] Asian | Other [ ]  |

White

|  |  |  |  |
| --- | --- | --- | --- |
| British [ ]  | Irish [ ]  | Gypsy or Irish Traveller [ ]  | Roma [ ]  |
| Other [ ]  |  |  |

Other ethnic group

|  |
| --- |
| Arab [ ]  |
| Other [ ]  |

|  |
| --- |
| If other, please specify: |

Prefer not to say [ ]

D. Your gender

|  |  |  |
| --- | --- | --- |
| Male [ ]  | Female [ ]  | Non-binary [ ]  |
| Other [ ]  | Prefer not to say [ ]  |  |
| I identify my gender as: |

Do you consider yourself to be a trans person?

|  |  |  |
| --- | --- | --- |
| Yes [ ]  | No [ ]  | Prefer not to say [ ]  |

E. Your religion or belief – Which group below do you most identify with?

|  |  |  |  |
| --- | --- | --- | --- |
| No religion [ ]  | Baha’i [ ]  | Buddhist [ ]  | Christian [ ]  |
| Hindu [ ]  | Jain [ ]  | Jewish [ ]  | Muslim [ ]  |
| Sikh [ ]  | Other [ ]  |  Prefer not to say [ ]  |

|  |
| --- |
| If other, please state:  |

F. Your sexual orientation

|  |  |  |
| --- | --- | --- |
| Bi/Bisexual [ ]  | Gay/Lesbian [ ]  | Straight  [ ]  |
| Ace/Asexual [ ]  | Other [ ]  | Prefer not to say [ ]  |

|  |
| --- |
| If other, please state:  |