**Equality & Diversity Monitoring Form**

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| **HOW YOUR RESPONSES WILL BE USED** | |
| Kaleidoscope Plus Group is committed to creating an environment for staff, service users and partners that is free from all forms of discrimination and where diversity is embraced. We aim to do our very best in ensuring that staff and our service users are provided with a safe and secure environment in which they can thrive and develop, and where all aspects of their welfare are protected.  Collecting data with regard to applicants’ characteristics is not just a tick box for the Kaleidoscope Plus Group. We monitor and analyse the information we collect to identify any underlying trends; utilising this insight to design services and support that are tailored and responsive to need.  The information you provide will be anonymised by the HR department the People and Culture Team. This Equality and Diversity Monitoring Form and the Title, Forename and Surname given in the Personal Details will be removed from the application form before being forwarded on to the shortlisting panel. | |
| **ETHNIC BACKGROUND** | |
| **Which of the following best describes your ethnic background?**  **(Choose one of the below)** | |
| **White or White British** | Choose an item. |
| **Mixed** | Choose an item. |
| **Asian or Asian British** | Choose an item. |
| **Black or Black British** | Choose an item. |
| **If you answered other to any of the above, please describe your ethnic background here:**  Click or tap here to enter text. | |
| **GENDER** | |
| **Which of the following best describes your gender?**  Choose an item. | |
| **If you prefer to describe your gender with another term, please describe it here:**  Click or tap here to enter text. | |
| **TRANS STATUS** | |
| **Do you consider yourself to be a Trans person?**  **Prefer not to say** | |
| **If you prefer to describe your gender with another term, please describe it here:**  Click or tap here to enter text. | |
| **SEXUAL ORIENTATION** | |
| **Which of the following best describes your sexual orientation?** Choose an item. | |
| **If you prefer to describe your sexual orientation with another term, please describe it here:**  Click or tap here to enter text. | |
| **AGE** | |
| **Which of the following categories contains your age?**  Choose an item. | |
| **RELIGION OR BELIEF** | |
| **Which of the following best describes your religion or belief?**  Choose an item. | |
| **If you answered other to the above, please describe it here:**  Click or tap here to enter text. | |
| **MARITAL STATUS** | |
| **Which of the following best describes your marital status?**  Choose an item. | |
| **If you answered other to the above or would prefer to describe your marital status with another term, please describe it here:**  Click or tap here to enter text. | |
| **DISABILITY** | |
| **The Equality Act 2010 defines a disability as a physical or mental impairment that has a ‘substantial’ and ‘long term’ negative effect on your ability to do normal activities.** | |
| **Do you consider yourself to have a disability?**  Choose an item. | |
| **If you answered yes to the above, please describe your disability here:**  Click or tap here to enter text. | |