

Equality and Diversity (E&D) monitoring form

Medway Youth Trust values all individuals' and thrives on the individuality and creativity that every member can potentially bring our organisation. We believe that the inclusion of all people's differences leads to enriched experiences and communities and that no one should suffer discrimination. Due to our values and beliefs we consider the needs of all individuals in our day to day work, in shaping our policies, in delivering our service and in relation to our own employees and volunteers. We also aim to eliminate all unlawful discrimination and provide equal opportunities for all.

Effective data gathering and reporting is essential to support equality and diversity (E&D). E & D data can be used to monitor the effects of policies, practices and activities on staff, volunteers and service users from all equality groups and identify where there may be an adverse effect on particular groups. In turn, this can help to identify positive changes that can be made to improve equality and diversity in every aspect of our service including: access; satisfaction; staff/volunteer recruitment and training.

So that we can effectively measure our performance and progress towards equality and diversity goals, and provide a mechanism for evaluating whether staff, volunteers and service users are treated fairly, we ask people to fill in a monitoring form. Our monitoring data is gathered in relation to people's 'protected characteristics' as defined by the Equality Act 2010. The protected characteristics in the Act are: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation.

There is **no obligation** to fill in this form and **no one will be treated differently** for completing the form or not. Any answers given will be treated in the upmost confidence and will have no impact on decisions of recruiting or development and progression within MYT. In particular no one will be subjected to discrimination, harassment, victimisation or bullying. Also any information given will be treated in accordance with the Data Protection Act 1998 and stored on our database. Access to this information will be restricted to staff involved in the process and monitoring of this data and used to provide statistical information only. Further you can remain anonymous and return this form separately from your application. Last, we recognise that while you may feel comfortable answering certain questions, you may not wish to answer others, as such each question has an option to specify 'prefer not to say'.

Position applied for

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What is your age?

16 - 17		18 - 21		22 - 30		31 - 40	
41 - 50		51 - 60		61 - 65		66 - 70	
71 +		Prefer not to say					

Disability

The Equality Act 2010 defines a person as disabled if they have a psychical or mental impairment, which has a substantial and long term effect (for example, if it is likely to last at least 12 months) on the person's ability to carry out normal day-to-day activities.

Do you consider yourself to have a disability?

Yes		No		Prefer not to say	
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If you have answered yes, and you wish to tell us about your impairment(s) then you can do.

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Ethnicity

This question is **not** about your nationality, place of birth or citizenship; it is regarding the group to which you as an individual perceive you belong. The categories are those that are used in the Government's 2001 Census. Please indicate the group that you feel most accurately describes you.

A: Asian, Asian British, Asian English, Asian Scottish, Asian Irish

Indian		Pakistani		Bangladeshi		Other Asian Background	
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B: Black, Black British, Black English, Black Scottish, Black, Welsh or Black Irish

Caribbean		African		Other Black Background	
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C: Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh or Chinese Irish

Chinese		Other Chinese Background	
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D: Mixed

White & Black African		White & Black Caribbean		White & Asian		Other Mixed Background	
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E: Other

Other		Please state:
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F: White

White English		White Welsh		White British		White Non-European	
White Scottish		White Irish		White Irish		Other White Background	

G: Prefer not to indicate

Prefer not to indicate	
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Gender

What gender do you as an individual perceive you belong?

Man (including trans man)		Woman (including trans woman)		Other gender identity (including androgyne person)		Prefer not to say	
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Religion and/or belief

What religion and/or belief do you as an individual perceive you belong or follow?

Buddhism		Judaism		Other, please specify:	
Christianity		Islam		Prefer not to say	
Hinduism		No religion or belief		Sikhism	

Sexual orientation

Bi-sexual		Gay woman/lesbian		Other Please indicate	
Gay man		Heterosexual/straight		Prefer not to say	

DATA PROTECTION

By completing this form, I agree to the organisation holding and processing the data I have provided, for its legitimate business reasons stated above.

Date:	
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