

# Equal Opportunities

We are committed to our equal opportunities policy. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Suitability to the job is our sole criterion for selection or promotion in IES. All employees are given opportunity to develop and are encouraged to progress within the organisation. In order to monitor our policy it would be very helpful if you would complete the details below. Completing this page forms no part of our selection procedure.

For the purposes of compliance with the Data protection Act 1998, I hereby confirm that by completing this form I give my consent to IES processing the data supplied on this form for the purposes of equal opportunities monitoring.

Please tick the box  Job applied for  Date

## Ethnicity

What is your ethnic group? **Choose ONE section from A to E, then tick the appropriate box to indicate your cultural background.** Classification recommended by the Equality and Human Rights Commission (EHRC)

### A. Asian or Asian British

Bangladeshi	<input type="checkbox"/>	
Indian	<input type="checkbox"/>	
Pakistani	<input type="checkbox"/>	
Any other Asian background	<input type="checkbox"/>	<i>Please write in</i> <input type="text"/>

### B. Black or Black British

African	<input type="checkbox"/>	
Caribbean	<input type="checkbox"/>	
Any other Black background	<input type="checkbox"/>	<i>Please write in</i> <input type="text"/>

### C. Chinese or other ethnic group

Chinese	<input type="checkbox"/>	
Any other	<input type="checkbox"/>	<i>Please write in</i> <input type="text"/>

### D. Mixed heritage

White and Black Caribbean	<input type="checkbox"/>	
White and Black African	<input type="checkbox"/>	
White and Asian	<input type="checkbox"/>	
Any other mixed background	<input type="checkbox"/>	<i>Please write in</i> <input type="text"/>

### E. White

British	<input type="checkbox"/>	
English	<input type="checkbox"/>	
Irish	<input type="checkbox"/>	
Scottish	<input type="checkbox"/>	
Welsh	<input type="checkbox"/>	
Any other	<input type="checkbox"/>	<i>Please write in</i> <input type="text"/>

### F. Prefer not to say

**Gender**

Female  Male  Unspecified  Prefer not to say

**Sexual orientation**

Bisexual  Gay man  Gay woman/lesbian  Heterosexual/straight  Other  Prefer not to say

**Age**

Your age  Prefer not to say

**Disability**

Do you consider yourself to have a disability or a long term health condition? Yes  No  Prefer not to say

If yes, what is the effect or impact of your disability or health condition? Prefer not to say

What adjustments, if any, can we make to assist your application?

**Religion**

Buddhist  Christian  Hindu  Jew  Muslim  Sikh  No religion  Prefer not to say

Other religion or belief (please specify)