#

 **Equality and Diversity Monitoring Form**First of all, thank you for applying for a role at Resuscitation Council UK.

We would really like you, as part of the application process, to provide some personal information about yourself. This will help us get a better understanding of whether we are attracting diverse candidates to our vacancies.

This is really important to us as we care about being inclusive. A cardiac arrest can happen
at any time, anywhere to anyone and so it’s important we are diverse in our make-up and in
our thinking.

We are asking every candidate to complete an Equality and Diversity Monitoring Form as part of the application process. We will not use the information you provide during the recruitment process itself. The form you complete will not affect our decision making around who we appoint, as this form will not be visible to those shortlisting or making recruitment decisions.

We also understand if you would prefer not to complete the form. But we really hope you will.

We recognise that you may feel some of the questions are too personal and we have, therefore, included an option in most questions for you to select ‘prefer not to say’. You do not have to complete all of this form, but it will help us improve our services if you can complete as much as possible and return the form. This survey will take approximately 10-15 minutes to complete.

If you have any questions or would like to request this questionnaire in an alternative format or would like to go through the questions over the phone, please contact recruitment@resus.org.uk

The questions will cover:

* **Disability**
* **Sexual Orientation**
* **Gender Identity/Sex**
* **Marriage and Civil Partnership**
* **Pregnancy and Maternity**
* **Ethnicity**
* **Religion or Belief**
* **Educational Background**

All information RCUK collects around equality and diversity will be treated confidentially in accordance with the Data Protection Act and will be stored on as anonymous data by RCUK.

Access to this information will be restricted to staff involved in the processing and monitoring of this data. It will be used to provide statistical information only.

|  |
| --- |
| **Equality and Diversity Monitoring Form** |
| **1. What role are you applying for?** |       |
| **2. Disability** Do you have any long-term health conditions or disability that impacts your day-to-day living? | ☐ Yes☐ No |
| Do you identify as Deaf, Disabled, or Neurodiverse?  | ☐ Deaf☐ Disabled ☐ Neurodiverse☐ No |
| Do you face challenges or barriers in your daily life as a result of disability, impairment, and/or neurodiversity?  | ☐ Yes ☐ No ☐ Sometimes ☐ Prefer not to say ☐ Not applicable |
| Do you experience challenges around any of the following aspects in your working environment?  | ☐ Vision (for example blindness or partial sight) ☐ Hearing (for example deafness or partial hearing) ☐ Sensory sensitivities (for example to light, background noise and odours) ☐ Mobility (for example walking short distances or climbing stairs) ☐ Dexterity (for example lifting and carrying objects, using a keyboard) ☐ Hand-eye coordination ☐ Memory Mental health ☐ Stamina or breathing, or fatigue☐ Chronic pain ☐ Social interactions (reading social cues, expressions) Unscheduled changes Literacy (eg. spelling, writing, reading) Organisation (time management)☐ Sustained concentration ☐ Working memory, retaining and/or digesting information ☐ None ☐ Not applicable☐ Other (please specify)       |
| **Do you have, or plan to have, any adjustments to support you in your work?** (These could be a designated desk for a hot-desking workplace, or software such as a screen reader).  |       |
| **3.Sexual orientation** What best describes your sexual orientation?  | ☐ Lesbian ☐ Gay ☐ Bisexual ☐ Queer ☐ Pansexual ☐ Fluid ☐ Asexual ☐ Heterosexual/ straight ☐ Other (please specify)      ☐ Prefer not to say |
| **4.Gender identity/Sex** What was your assigned sex at birth? | ☐ Male☐ Female |
| What is your gender identity? |       |
| **5.Marriage and Civil Partnership** What is your relationship status? | ☐ Single ☐ Married ☐ Civil partnership ☐ Widowed ☐ Divorced ☐ Separated ☐ Polyamorous ☐ Other (please specify)      ☐ Prefer not to say |
| **6. Pregnancy, maternity** **& paternity** Are you a parent, guardian, or carer of children? | ☐ Yes ☐ No ☐ Prefer not to say |
| **Are you a carer for a disabled person, including an elderly relative?** | ☐ Yes ☐ No ☐ Prefer not to sayIf yes, are you a carer for a disabled adult, child, or both |
| **7. Ethnicity** | Please let us know your ethnicity: we are leaving this field open to allow you to define how you identify your ethnicity.     What is your first language?      |
| **8. Religion or belief**  | Do you connect with or identify with a religion or belief system?☐ No religion /belief system☐ Christianity ☐ Buddhism ☐ Hinduism ☐ Judaism ☐ Islam ☐ Sikhism ☐ Jainism☐ Zoroastrianism ☐ Baháʼí☐ Humanism☐ Paganism☐ Any other religion or belief system: (please state)      |
| **9. Educational background** What type of school did you mainly attend between the ages of 11 and 16? | ☐ State-run or state-funded school - selective on academic, faith or other grounds☐ State-run or state-funded school - non-selective☐ Independent or fee-paying school - bursary ☐ Independent or fee-paying school - no bursary ☐ Home schooled☐ Don’t know☐ Prefer not to say☐ Other (please specify)       |
| **10. What is your highest level of qualification?**  | ☐ Postgraduate degree ☐ Undergraduate degree ☐ A level or equivalent ☐ Apprenticeship/vocational qualification☐ GCSE or equivalent ☐ Entry Level (below GCSE) ☐ No formal qualifications ☐ Prefer not to say ☐ Other (please specify)       |
| **11. How did you hear about** **this vacancy:** | ☐ RCUK website☐ Twitter☐ Linked in☐ Facebook☐ Recruitment / jobs website: please state:     ☐ Word of mouth☐ Other, please state:      |
| Please let us know if there is anything you feel we need to do to ensure we offer you an equitable and inclusive working environment where you will feel valued as an individual. We are asking this question to help us get a better understanding of what is important to people at work. If you successfully secure the role, we hope you will feel able to tell us what you need and that you feel fully included and valued. |
|       |

Thank you for taking the time to complete this survey. If you have any questions, comments or feedback please get in touch with recruitment@resus.org.uk