

Recruitment Process Equal Opportunity Monitoring Form

STRICTLY CONFIDENTIAL

Position applied for:

Hampshire and Isle of Wight Air Ambulance are an equal opportunity employer. We strive to create and support a diverse and inclusive team and are committed to ensuring that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

Our recruitment selection criteria and procedures aim to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities and that no applicant or employee is disadvantaged by provisions, criteria or practices which cannot be shown to be justified.

To help us monitor the impact and success of our recruitment and selection practice, we ask all job applicants to complete an equal opportunities monitoring form. Completion of this form is optional. Your responses will be kept strictly confidential (to HR only), and will not be used in any decisions affecting you or the outcome of the recruitment process.

If you agree to complete this form we will use your data to compile statistics on the representation amongst applicants to our vacancies and the outcome of our recruitment practice. We need your consent to use this information. Signing in the space below will indicate that you consent to your data being used for the purposes stated. You may withdraw your consent at any time by contacting HR@HIOWAA.org.

Signature	
Print full name	
Date	

Please provide the following information by ticking the applicable box or highlighting your selection in yellow:

Age

16-17 18-24 25-34 35-44 45-54 55-64 65-74
75+ Prefer not to say

What is your ethnicity?

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box:

Asian or Asian British

Indian Pakistani Bangladeshi Chinese

Prefer not to say

Any other Asian background, please add it here:

Black, African, Caribbean or Black British

African Caribbean Prefer not to say

Any other Black, African or Caribbean background, please add here:

Mixed or Multiple ethnic groups

White and Black Caribbean White and Black African White and Asian

Prefer not to say

Other Mixed or Multiple ethnic background, please write in:

White

British Irish

Gypsy or Irish Traveller Prefer not to say

Any other White background, please write in:

Other ethnic group

Arab Prefer not to say

Any other ethnic group, please write in:

Which of the following best describes your sexual orientation?

Heterosexual Gay Lesbian Bisexual

Prefer to self-describe Prefer not to say

Option to self-describe, please add here:

What is your religion or belief?

No religion or belief Buddhist Christian Hindu Jewish

Muslim Sikh Prefer not to say

If other religion or belief, please write in:

Do you consider yourself to have a disability?

Yes No Prefer not to say

The information in this form is for monitoring purposes only. **If you believe you may need support or reasonable adjustments to participate in the recruitment process please email hr@hiowaa.org separately to make us aware of the support required so that we can discuss this with you.**

Which of the following best describes your gender?

Male Female Prefer to self-describe Prefer not to say

Option to self-describe, please add here:

Gender Identity: Do you identify as trans?

Yes No Prefer your own term Prefer not to say

Option to self-describe, please add here:

Is the gender you identify with the same as your gender registered at birth?

Yes No Prefer not to say

Thank you for taking the time to complete and return this form.

Please return it to HR@hiowaa.org marked **EO Monitoring Form + ROLE TITLE + your SURNAME.**