

Equal Opportunities Monitoring Form

Cricket Wales is committed to ensuring that applicants from all sections of the community are treated equally and not discriminated against on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the Equality Act 2010 Protected Characteristics), class or social background, parental status or political persuasion.

This form assists us in monitoring who is applying for employment and Director roles with us, and our adherence to equal opportunities best practice. We ask also some questions regarding disability which may assist us in determining whether any reasonable adjustments are necessary to facilitate your interview.

Any information you give will only be used by our CEO for the purpose of ensuring the effectiveness of our Equal Opportunities Policy. This form will be separated from your application on receipt and will be treated in the strictest confidence. If you are subsequently employed by Cricket Wales or appointed as a Director it shall be retained on your personnel file. If you are not offered employment or a Director’s role with Cricket Wales your application will be kept for up to twelve months and then destroyed. The information supplied on this form is used for statistical purposes only.

Thank you for your co-operation.

|  |  |
| --- | --- |
| **Position/role being applied for** |  |
| **Date of application** |  |
| **Where did you see this post/role advertised?** |  |
| **Where did you hear about this job/role (please tick)?** |
| Cricket Wales website | [ ]   | Contact | [ ]  |  |  |
| Other website (please specify) |  |  |  |

1. **Is your age between:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 16-24 | [ ]  | 25-34 | [ ]  | 35-44 | [ ]  |
| 45-54 | [ ]  | 55-64 | [ ]  | 65 or over | [ ]  |

1. **Are you?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Male | [ ]  | Female | [ ]  | Do not wish to disclose | [ ]  |

1. **To which ethnic group do you consider yourself to belong?**

Please choose the relevant category for you from A to E shown in the tables below and indicate your ethnic background by marking the appropriate box in the column below your chosen category.

|  |  |
| --- | --- |
| **A White** |  |
| Welsh | [ ]  |
| English/Scottish/Northern Irish/British | [ ]  |
| Gypsy or Irish Traveller | [ ]  |
| Any other white background (please specify) |
| Mixed or multiple ethnic origin (please specify…………………….………………… | [ ]  |
| **B Mixed/multiple ethnic groups** |  |
| White and Black Caribbean | [ ]  |
| White and Black African | [ ]  |
| White and Asian | [ ]  |
| Other mixed/multiple ethnic background (please specify) |
| **C Asian/Asian British** |  |
| Indian | [ ]  |
| Pakistani  | [ ]  |
| Bangladeshi | [ ]  |
| Chinese | [ ]  |
| Other Asian background (please specify) |
| **D Black/African/Caribbean/Black British** |  |
| African | [ ]  |
| Caribbean  |  |
| Other Black/African/Caribbean background (please specify)  |
| **E Other Ethnic Group** |  |
| Arab | [ ]  |
| Any other ethnic group (please specify) |
| **Do not wish to disclose** | [ ]  |

1. **What is your religion or belief?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| None | [ ]  | Hindu | [ ]  | Sikh | [ ]  |
| Christian (all denominations) | [ ]  | Jewish | [ ]  | Do not wish to disclose | [ ]  |
| Buddhist | [ ]  | Muslim | [ ]  |  |  |
| Any other religion (please specify) |  |  |  |

1. **What is your sexual orientation?**

|  |  |  |  |
| --- | --- | --- | --- |
| Gay man | [ ]  | Heterosexual/straight | [ ]  |
| Gay woman | [ ]  | Do not wish to disclose | [ ]  |
| Other (please specify) |

1. **Are you currently?**

|  |  |
| --- | --- |
| Married | [ ]  |
| In a Civil Partnership | [ ]  |
| Neither | [ ]  |
| Do not wish to disclose | [ ]  |

1. **If you have undergone, are undergoing or intend to undergo gender reassignment are you?**

|  |  |
| --- | --- |
| Transsexual with an acquired gender of male | [ ]  |
| Transsexual with an acquired gender of female | [ ]  |
| Do not wish to disclose | [ ]  |
| Not Applicable | [ ]  |

1. **Are you currently?**

|  |  |
| --- | --- |
| Pregnant | [ ]  |
| Within 26 weeks of having given birth (Note: this is the definition used for maternity in the Equality Act 2010) | [ ]  |
| Do not wish to disclose | [ ]  |
| Not Applicable | [ ]  |

1. **Do you consider yourself to have an impairment?**

The Equality Act 2010 defines disability as “a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities.”

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Yes | [ ]  | No | [ ]  | Do not wish to disclose | [ ]  |
| If you have indicated yes, please mark all the boxes that apply to you: |
| Visual impairment  | [ ]  | Learning disability/difficulty | [ ]  |
| Hearing impairment | [ ]  | Other (please specify)…………………………………………… | [ ]  |
| Physical impairment | [ ]  | Do not wish to disclose | [ ]  |
| Please indicate whether you may require any adjustments to enable you to attend and participate in an interview or to carry out any selection tests. Disabled applicants are invited to contact the CEO in confidence at any point during the recruitment process to discuss steps that could be taken to facilitate attendance and participation at an interview or in order to overcome any operational difficulties presented by the job/role.  |
| Adjustments required for interview (including, for example, induction loop/radio aid/speech-to-text reporter/BSL interpreter/other): |
| Adjustments required for job/role: |
| Please give details of any other special requirements we may need to be aware of in order to facilitate your attendance at interview: |

1. **What is your main language?**

|  |  |
| --- | --- |
| English | [ ]  |
| Welsh | [ ]  |
| Other, please specify, including British Sign Language |
| Do not wish to disclose | [ ]  |

1. **Can you understand, speak, read or write Welsh? Please tick all that apply**

|  |  |
| --- | --- |
| Understand spoken Welsh | [ ]  |
| Speak Welsh | [ ]  |
| Read Welsh | [ ]  |
| Write Welsh | [ ]  |
| None of the above | [ ]  |
| Do not wish to disclose | [ ]  |

|  |
| --- |
| **For the purposes of compliance with the Data Protection Act 1998, I hereby confirm that by completing this form I give my consent to Cricket Wales processing the data supplied above in connection with monitoring compliance with its equal opportunities obligations and policy. I also agree to the storage of this information on manual and computerised files.** **Print name …………………………….** **Date …………………………..** |