# Equal Opportunities Monitoring Form

Universities Federation for Animal Welfare (UFAW) is committed to a policy of equal opportunity in its employment. The organisation needs your help and co-operation to enable it to do this. **Filling in this form is voluntary**.

All applicants will be treated fairly and equally regardless of their gender, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age or disability. This applies to all aspects of UFAW’s employment practices including recruitment, promotion, discipline, working conditions, training for job and career development.

In order to ensure this policy is carried out in practice, it is necessary to monitor our recruitment. This means noting the gender, ethnic origin, age and disability of all applicants.

The reason for not recruiting a member of a disadvantaged group will be noted and examined to ensure their treatment was fair.

The information we ask you to complete will be kept confidential and will only be used for monitoring purposes. All information will be treated in confidence and will not be seen by staff directly involved in the appointment. The questionnaire will be stored separately and used only to provide statistics for monitoring purposes.

**Voluntary statement:**

1. Vacancy applied for:
2. Gender (please tick box): Male  Female  Prefer not to say

If you prefer to use your own term, please specify here:

1. Age16-24 25-29  30-34  35-39 40-44

45-49  50-54 55-59  60-64  65+  Prefer not to say

1. Do you have a physical or mental impairment which you consider has a “substantial and long term adverse effect on your ability to carry out normal day-to-day activities, as described under the terms of the Equality Act 2010 Yes  No

If yes, how (if at all) it could potentially affect your performance at work?

1. I would describe my ethnic origin as: (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)

**White**

British

Irish

Any other white background

**Mixed**

White and black Caribbean

White and black African

White and Asian

Any other mixed background

**Asian or Asian British**

Chinese

Indian

Asian

Pakistani

Bangladeshi

Asian British

Any other Asian background

**Black or Black British**

Caribbean

African

Any other Black/African Caribbean background

**Other ethnic group**

Other ethnic group

Please write in

Rather not give