# PLP new logo

# EQUAL OPPORTUNITIES MONITORING FORM

In conformity with its equal opportunities policy the Public Law Project does not ask on its application forms for details of personal attributes unrelated to the job. It is nevertheless important, in order to see whether or not the policy is working in practice, to monitor characteristics such as age, gender, race and disability among applicants as well as among those actually appointed. It will give us information as to whether our advertising, recruitment and selection procedures are working fairly or need attention. In collating this information, PLP recognises that individuals may choose not to disclose certain personal information particularly in relation to transgender status, religion or belief. If you do not wish to disclose any particular information, please leave that section of the form blank.

We will store monitoring data as confidential personal data and restrict access to this information. The data retained will be used exclusively for the purposes of equal opportunities monitoring and will have no bearing on opportunities or benefits. If you opt to provide equal opportunity data to PLP, this will be anonymised and retained only as long as is necessary to record the recruitment decision against the anonymised data, and in any case no longer than six months.

We would therefore be grateful if you would complete and return the monitoring form. It is appreciated that the racial classification on the form is arbitrary. No universally accepted classification exists, and it is hoped that the one used here is acceptable if not ideal. For the purposes of opportunity monitoring, we have used the classifications suggested by the Office of National Statistics so as to have a comparator with which to measure our recruitment through national standards.

No/ref:\_\_\_\_\_\_\_\_(For office use only)

|  |  |
| --- | --- |
| **Please tell us where you heard about this vacancy.** *Tick any that apply.* | |
| [Add new channels]  ⬜ PLP website/communications  ⬜ Charity Jobs  ⬜ Guardian Jobs  ⬜ Justice First Fellowship network  ⬜ Linked In  ⬜ Legal Action Group (LAG) | ⬜ Legal Aid Practitioners Group (LAPG)  ⬜ Law Centres Network  ⬜ Law Society Gazette  ⬜ Reed  ⬜ YLAL  ⬜ Other (please state): \_\_\_\_\_\_\_\_\_\_\_\_\_ |

|  |  |  |
| --- | --- | --- |
|  | | **Please mark with X** |
| **Age** | 16-24 |  |
| 25-34 |  |
| 35-44 |  |
| 45-54 |  |
| 55-64 |  |
| 65+ |  |
| Prefer not to say |  |
| **Are you married or in a civil partnership?** | Yes |  |
| No |  |
| Prefer not to say |  |
| **What is your religion or belief** | None |  |
| Buddhist |  |
| Christian |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| Any other religion |  |
| Prefer not to say |  |
| **Which of the following best describes your gender?** | Male |  |
| Female |  |
| Other (if you prefer to use your own term, please specify in the answer box) |  |
| Prefer not to say |  |
| **Do you identify as trans?** | Yes |  |
| No |  |
| Other (if you prefer to use your own term, please specify in the answer box) |  |
| Prefer not to say |  |
| **Which of the following best describes your sexual orientation?** | Bi |  |
| Gay or Lesbian |  |
| Heterosexual |  |
| Other (if you prefer to use your own term, please specify in the answer box) |  |
| Prefer not to say |  |
| **What is your ethnicity?**  *NB: Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. It is appreciated that the classification on the form is arbitrary. No universally accepted classification exists, and it is hoped that the one used here is acceptable if not ideal* | White – English/Welsh/Scottish/Northern Irish/British |  |
| White – Irish |  |
| White - Gypsy or Irish Traveller |  |
| White – any other white background |  |
| Black or black British – Caribbean |  |
| Black or black British – African |  |
| Black or black British – any other black background |  |
| Asian or Asian British - Indian |  |
| Asian or Asian British – Pakistani |  |
| Asian or Asian British – Bangladeshi |  |
| Asian or Asian British - Chinese |  |
| Asian or Asian British – any other Asian background |  |
| Mixed – white and black Caribbean |  |
| Mixed – white and black African |  |
| Mixed – white and Asian |  |
| Mixed – any other mixed background |  |
| Other ethnic group – Arab |  |
| Any other ethnic group (if you prefer to use your own term, please specify in the answer box) |  |
| Prefer not to say |  |
| **Do you consider yourself to have a disability?** | Yes |  |
| No |  |
| Prefer not to say |  |
| **If so, please state the type of impairment which applies to you. You may indicate more than one category.** | Physical impairment |  |
| Sensory impairment |  |
| Mental health condition |  |
| Learning disability/ difficulty |  |
| Long-standing illness |  |
| Other |  |