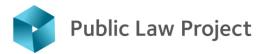


PLP Equal opportunities monitoring form – Finance Trustee REF: 240606

Thank you for taking the time to complete this form. PLP monitors characteristics such as age, gender, race and disability among applicants as well as among our employees to help us build and maintain a socially diverse and inclusive workplace. We use this data to examine whether our recruitment and selection procedures are working fairly and think about how we might further improve them. For staff it helps us assess whether we are maintaining an inclusive culture and supporting all employees throughout their career helps us improve our policies on development, retention, mentorship, sponsorship and progression.

We will store the data collected on this form as confidential personal data and restrict access to this information. The data retained will be used for the purposes of equal opportunities monitoring. This data is not shared with people making selection decisions. Our HR team will use the information provided to identify up to one candidate who is eligible for our Additional Interview Scheme (where an extra first-stage interview slot may be offered to an appointable candidate from an underrepresented community) and to identify any relevant criteria to base selection on where the hiring manager declares candidates to be of equal merit. We always aim to select the best person for the job and we believe these positive actions help us ensure we give everyone is given fair consideration.

If you opt to provide equal opportunity data to PLP, it will be retained only as long as is necessary to undertake the above positive action and record the recruitment decision against the



anonymised data or no longer than six months after the recruitment process or your subsequent employment ends, whichever is later.

It is appreciated that the racial and other classifications on the form may be arbitrary. Most of the classifications we use are as used by the Office of National Statistics for the census; this allows us to compare the diversity of our recruitment and staff with national statistics. We collate information on socioeconomic status as recommended by the Social Mobility Commission Toolkit and acknowledge it is particularly difficult for these questions to be both accurate and suitable for an employer to ask. If you do not wish to disclose any particular information, please leave that section of the form blank. If you think we should ask any of these questions differently or not at all please let us know at hr@publiclawproject.org.uk

Please tell us where you heard about this vacancy. Tick up to		
three		
□ PLP	☐ Civitas	
☐ Charity Jobs	☐ Charity People	
☐ Charity Finance Group	☐ Peridot	
☐ Guardian Jobs	☐ Justice First	
□ Reed	Fellowship network	
☐ Jobs.ac.uk	☐ Legal Action Group	
☐ Law Society Gazette	(LAG)	
☐ Linked In	☐ Legal Aid	
☐ Facebook	Practitioners Group	
☐ Twitter	(LAPG)	
☐ Word of mouth	☐ Law Centres	
_ word or mount	Network	
	☐ London Legal	
	Support Trust (LLST)	
	☐ Young Legal Aid	
	Lawyers	



☐ 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?	Married or in a registered civil partnership	
	Never married nor in a registered civil partnership	
	Separated, but still legally married or still legally in a registered civil partnership Widowed or surviving civil	
	partnership partner	
	Prefer not to say	
What is your religion?	No religion	
	Buddhist	
	Christian	
	Hindu	
	Jewish	
	Muslim	
	Sikh	
	Any other religion	

	Prefer not to say
Which of the following	Male
best describes your	Female
gender?	Other (if you prefer to use your own term, please specify in the answer box)
	Prefer not to say
Is the gender you identify	Yes
with the same as your sex registered at birth?	No (please specify your gender identity)
	Prefer not to say
Which of the following	Bi
best describes your	Gay or Lesbian
sexual orientation?	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	White – English/Welsh/Scottish/Northern Irish/British
of birth or citizenship. It is	White – Irish
about the group to which	White - Gypsy or Irish Traveller
you perceive you belong. It is appreciated that the	White – Roma
classification on the form is arbitrary. No universally	White – any other white background
accepted classification	Black or black British – Caribbean
exists, and it is hoped that	Black or black British – African
the one used here is acceptable if not ideal	Black or black British – any other black background



		1
	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 have any physical	Yes	
or mental health conditions or illnesses	No	
lasting or expected to	Prefer not to say	
last 12 months or more?		
If so, do any of your	Yes, a lot	
conditions or illnesses	Yes, a little	
reduce your ability to	Not at all	
carry out day-to-day activities?		
What was the occupation	Modern professional &	
of your main household	traditional professional	
,	occupations such as: teacher,	
	nurse, physiotherapist, social	



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earner when you were aged about 14?	worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer.	
	Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	
	Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	
	Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	
	Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.	
	Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).	



	Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner. Other such as: retired, this question does not apply to me, I don't know.	
	Prefer not to say.	
Which type of school did you attend for most of	A state-run or state-funded school	
the time between the ages of 11 and 16?	Independent or fee-paying school	
	Independent or fee-paying school, where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there	
	Attended school outside the UK	
	I don't know	
	Prefer not to say	
If you finished school	Yes	
after 1980, were you	No	
eligible for free school meals at any point during your school years?	Not applicable (finished school before 1980 or went to school overseas)	
	I don't know	
	Prefer not to say	