



## **Equal Opportunity Monitoring Information**

Spirit Resourcing is committed to a policy of diversity and equal opportunity to all.

As an employer, Spirit Resourcing continuously strives to improve the candidate groups we reach in the community, and to take positive steps to remove inequality as a service provider to our clients and our candidates.

The aim of our policy is to ensure that no candidate, client, employee, job applicant or any other persons associated with Spirit Resourcing receives less favourable treatment on the grounds of race, colour, religion, ethnic or national origin, gender, sexual orientation, marital status, age, disability, caring responsibilities or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Selection criteria and procedures will be reviewed frequently to avoid unlawful or undesirable discrimination. These reviews ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

Spirit Resourcing is committed to a programme of action to make this policy fully effective.

In line with our Equal Opportunity Policy, we operate a monitoring procedure of all people applying for our services. This aids the regular checking of our recruitment and selection process, which we carry out to ensure that no group is at a disadvantage, directly or indirectly.

We therefore ask you to complete the following questionnaire to help us monitor on a basis of factual information.



This information will be treated as confidential and will be separated on receipt before consideration of candidates take place.

1) Name: \_\_\_\_\_

2) Please indicate which age group you belong to?

16 - 25            36 - 45            56 - 65  
26 - 35            46 - 55            66 plus

Please supply your date of birth: \_\_\_/\_\_\_/\_\_\_

3) Male or Female \_\_\_\_\_

4) Please indicate how you would you describe your sexuality?

Heterosexual            Lesbian  
Bi - Sexual              Gay

5) Do you consider yourself disabled? \_\_\_\_\_  
If yes, are you registered disabled? \_\_\_\_\_  
If yes, please give disability number \_\_\_\_\_

6) Do you have caring responsibilities? \_\_\_\_\_  
If yes, please describe \_\_\_\_\_

7) Please indicate how would you describe your ethnic origin?

Black or Black British Caribbean	White & Asian
Black or Black British African	Other Mixed background
Other Black background	Indian or Indian British
White British	Pakistani or Pakistani British
White Irish	Bangladeshi or Bangladeshi British
Other White background	Other Asian background
Mixed Black & White Caribbean	Chinese
Mixed Black & White African	Any other ethnic group

8) My religion is \_\_\_\_\_

I do not have a religion  (please tick box)