The Robertson Trustwants to meet the aims and commitments set out in its Equity, Diversity and Inclusion (EDI) policy. This includes ensuring we are building an accurate picture of the make-up of our workforce in order to advance equality and diversity and meet our duties under the Equality Act 2010.

We need your help to gather accurate information to enable us to do this. The survey is completely **voluntary**, but we would ask that you spend a few minutes completing it if you possibly can. The more information you supply, the more effective our monitoring and plans will be.

The information you provide will be held **anonymously** and treated in the **strictest confidence**. It will be used solely for internal monitoring purposes and held only for as long as is necessary. It will not be used to make any decisions as part of the recruitment process. If you have any questions or feedback about the form, please contact the HR Manager. Completed surveys should be sent to [recruitment@therobertsontrust.org.uk](mailto:recruitment@therobertsontrust.org.uk).

**Age** 16-24 25-29  30-34  35-39 40-44  45-49  50-54 55-59  60-64  65+  Prefer not to say 

**What is your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong.

***Asian or Asian British/Scottish***

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say 

Any other Asian background, please write in:

***Black, African, Caribbean or Black British/Scottish***

African  Caribbean  Prefer not to say 

Any other Black, Black British/Scottish, African or Caribbean background, please write in:

***Mixed or Multiple ethnic groups***

White and Black Caribbean  White and Black African  White and Asian  Prefer not to say  Any other Mixed or Multiple ethnic background, please write in:

***White***

Scottish  English  Welsh  Northern Irish  Irish 

British  Gypsy or Traveller  Roma  Polish  Prefer not to say 

Any other White background, please write in:

***Other ethnic group***

Arab  Hispanic / Latin American  Prefer not to say 

Any other ethnic group, please write in:

**Gender. How do you identify?**

Woman  Man  Trans-woman  Trans-man  Non-binary 

Prefer not to say 

If you prefer to use your own gender identity, please write in:

Is the gender you identify with the same as your gender registered at birth?

Yes ☐    No ☐ Prefer not to say ☐

Do you identify as intersex?

Yes ☐    No ☐ Prefer not to say ☐

**Do you consider yourself to have a disability or health condition?**

Yes No  Prefer not to say 

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please contact the Manager running the recruitment process if you are a job applicant.

**What is your sexual orientation?**

Heterosexual  Gay  Lesbian  Bisexual  Asexual  Pansexual 

Undecided  Prefer not to say 

If you prefer to use your own identity, please write in:

**What is your religion or belief?**

No religion or belief  Christian  Buddhist  Hindu  Jewish 

Muslim  Sikh  Prefer not to say  If other religion or belief, please write in:

**What is your working pattern?**

Full-time  Part-time  Compressed hours  Prefer not to say 

If other, please write in:

**Do you have caring responsibilities? If yes, please tick all that apply**

None 

Primary carer of a child/children (under 18) 

Primary carer of disabled child/children 

Primary carer of disabled adult (18 and over) 

Primary carer of older person 

Secondary carer (another person carries out the main caring role) 

Prefer not to say 

If other, please write in: