|  |
| --- |
| **Please enter your initials:** |
| **Please enter the date:** |



**Volunteeer Equality Monitoring Survey**

Barnet Mencap carries out an equality survey for candidates applying to volunteer to demonstrate its commitment to equality and, if required, to provide evidence that candidates have been considered equally. The candidates’ equality data will not be considered as part of the decision making process.

This survey cannot be entirely anonymous, but each question has a “prefer not to say” option and the only unique identifiers will be the initials on the front cover.

Ordinarily, staff will complete a longer survey as they start their employment with Barnet Mencap. Then at the start of each calendar year staff will be asked to complete a shorter survey asking if there have been any changes e.g. age or marital status.

The anonymised equality data will be used to identify areas where our policies are working well and where they could be improved.

The nine protected characteristics under the 2010 Equality Act are:

* age;
* disability;
* gender reassignment;
* marriage and civil partnership;
* pregnancy and maternity;
* race;
* religion or belief;
* sex;
* sexual orientation.

<https://www.legislation.gov.uk/ukpga/2010/15/section/4>

Barnet Mencap will not collect data on pregnancy and maternity as part of the candidate equality data analysis.

Data will be held with confidential HR records, using the same data retention schedule as we use under GDPR requirements. Candidates may ask to see Barnet Mencap’s privacy notice and Data Protection policy at any time. Unsuccessful candidates’ data is retained for 6 months following application and then deleted or shredded.

**Please return this survey to HR.**

**Gender:**

What is your gender identity?

 Male ¨ Female ¨ Other ¨ Prefer not to say ¨

Is your gender identity the same as the gender you were assigned at birth?

Yes ¨ No ¨ Prefer not to say ¨

**Sexuality:**

Are you?

Heterosexual or straight ¨ Homosexual or gay or lesbian ¨ Bisexual ¨ Other ¨

Prefer not to say ¨

**Age:**

Which of the following age brackets are you in today, the day you complete this survey.

18-25¨ 26-35¨ 36-45¨ 46 -55¨ 56-65¨ 66+¨ Prefer not to say ¨

**Disability:**

Do you consider yourself to have a disability?

 Yes ¨ No ¨ Prefer not to say ¨

If yes, please describe your disability to help us to help you with any reasonable adjustments.

**Religion or belief:**

Please describe your religion or belief, if any?

Buddhist¨ Christian (any denomination)¨ Hindu¨ Jewish¨ Muslim¨

Sikh ¨ None¨ Prefer not to say ¨

other (Please specify)

**Marital Status:**

Are you:

single¨ married/in a civil partnership¨ separated/divorced¨ widowed¨

living with your partner¨ other (Please specify below)¨ Prefer not to say ¨

**Ethnicity:**

What is your ethnic group (categories taken from the 2011 census)?

**A. White**

British (Inc. English, Welsh, Scottish, Northern Irish) ¨

Irish ¨

Gypsy or Irish Traveller ¨

White Other ¨ Please state ………………………………….

**B. Mixed/multiple ethnic groups**

White & Black Caribbean ¨

White & Black African ¨

White & Asian ¨

Mixed Other ¨ Please state ………………………………….

**C. Asian/Asian British**

Indian ¨

Pakistani ¨

Bangladeshi ¨

Chinese ¨

Asian Other ¨ Please state ………………………………….

**D. Black/Black British**

African ¨

Caribbean ¨

Black Other ¨ Please state …………………………………

**E. Other Ethnic Groups**

¨ Please state ………………………………….

**F.** Prefer not to say ¨

Thank you for completing this survey. Please hand it to someone from HR, or send it by email alongside your volunteer application form.