

# Employee Diversity Monitoring Questionnaire



Full Name:

Date:

The National College for High Speed Rail is committed to embedding equality, diversity and inclusion in all that it does. In order to demonstrate that our policies and procedures do not adversely impact on any particular group of staff we monitor our workforce and collect data about their age, gender, ethnicity, religious beliefs and disabilities.

No applicant/employee will be discriminated against on the grounds of colour, race, ethnic origin, age, disability, gender, sexual orientation, marital status, religion or belief.

Where adjustments are needed to improve current policies and procedures, the data will be used as part of statistical considerations for monitoring, planning and development purposes. The data will also enable the College to monitor, year on year, the progress of various diversity groups through their careers and understand whether everyone has the same opportunities open to them.

The information on this form is **strictly confidential** and access to any related files will be compliant with the Data Protection Act 1998. Completion of this form is not compulsory but we encourage you to do so.

## Disability

The Equality Act 2010 defines a disabled person as someone with a physical or mental impairment, which has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

The Equality Act lists a number of major categories including hearing, sight and mobility. Other conditions such as Repetitive Strain Injury, Diabetes, Epilepsy, Cystic Fibrosis, Chronic Fatigue Syndrome, Colour Blindness, Dyslexia (difficulty with reading or writing words) and Dyscalculia (difficulty with comprehending numbers or producing quantitative and spatial information) may also be classed as disabilities. Remember a disability can be visible or hidden.

**Are your day day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?**    Yes     No     Prefer not to say

## Gender

How do you identify yourself?    Male  Female  Prefer not to say   
In another way  Please describe .....

## Age

Which age group do you belong to:

Under 18                       40 - 49                        Over 65  
18 - 29                       50 - 59                        Prefer not to say  
30 - 39                       60 - 65

## Marital Status

What is your marital status?    Single  Married/Civil Partnership  Partner   
Prefer not to say  Other  Please describe ...

## Sexual Orientation

Please state group with which you most closely identify.

Heterosexual   
Gay Man   
Lesbian   
Bisexual   
Prefer not to say

## Religion and Belief

Please state group with which you most closely identify.

Atheist, secular, agnostic   
Buddhist   
Christian   
Hindu   
Jewish   
Muslim   
Sikh   
Other  Please state .....  
Prefer not to say

## Ethnicity

Please state which group you most identify with and tick **one** box in column A, and **one** box in column B.

### Column A: National Identity

- British
- English
- Northern Irish
- Scottish
- Welsh
- Other (please state)
- 
- Prefer not to say

### Column B: Ethnic Origin

- White**
- English
- Welsh
- Scottish
- Northern Irish
- Irish
- Gypsy or Irish Traveller
- Any other white background

### Mixed/Multiple ethnic groups

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed background

### Asian/Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background

### Black/African/Caribbean/Black British

- African
- Caribbean
- Any other Black/African/Caribbean background

### Other Ethnic Group

- Arab
- Any Arab group
- Any other ethnic group

- Prefer Not to Say**