**Diversity, Equity & Inclusion**

Pilotlight is an equal opportunities employer and is committed to promoting an inclusive working environment. As such, we would like to ensure that our recruitment procedures attract suitably qualified/experienced candidates from all sections of the community and of different backgrounds. This form is designed to assist us assess the effectiveness of our procedures. The information requested below will be separated from your application form and will not be available to the short listing / interview panel.

The information from all applicants will be analysed after an appointment has been made in order to help evaluate the recruitment process.

None of the questions in this section are mandatory. If you would prefer not to answer any of them you can tick the box “prefer not to say”.

Any information you provide on this form will be kept confidential

**Date:**

**Post applied for:**

**Where you heard about the role:**

**Your age:**

Prefer not to say

24 years or below

25-34 years

35-44 years

45-54 years

55-64 years

65 years or over

**Do you consider yourself to have a disability?**

Prefer not to say

Yes

No

**Please choose one option below that best describes your ethnic group or background**

Prefer not to say

White

Asian

Black/African/Caribbean/Black British

Mixed/Multiple ethnic groups

Other ethnic group – please state

|  |
| --- |
|  |

**Which of the options below best describes your sexual orientation?**

Prefer not to say

Heterosexual/straight

Gay/Lesbian/Bisexual

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

|  |
| --- |
|  |

**Which of the options below best describes how you think of your gender?**

Prefer not to say

Female

Male

Prefer to self-describe (please write in)

|  |
| --- |
|  |

### **Which of the following best describes your religious affiliation?**

Prefer not to say

No religion

Christian (including Church of England, Catholic, Protestant and all other Christian denominations)

Buddhist

Hindu

Jewish

Muslim

Sikh

If other religion or belief, please write in:

|  |
| --- |
|  |

**Do you have caring responsibilities?**

Prefer not to say

None

Primary carer of a child/children (under 18)

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

Primary carer of a disabled adult (18 and over)

Primary carer of an older person/people

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