



Equality and Diversity Questionnaire

JNCC is committed to recruiting, retaining, and developing a workforce that reflects at all grades the diverse communities that we work with. It is vital that we monitor and analyse diversity information so that we can ensure that all our HR processes are fair, transparent, promote equality of opportunity for all staff, and do not have an adverse impact on any particular group.

Your co-operation in providing us with accurate data will ensure that we, not only meet our legal obligations, but even more importantly, will result in us designing and applying policies and processes that attract and retain a diverse, talented and motivated workforce.

All information provided on this form will be treated in confidence and will not be seen by staff directly involved in the appointment. The questionnaire will be separated from your application form, stored separately and used only to provide statistics for monitoring purposes. No information will be published or used in any way which allows any individual to be identified.

Do you consider yourself to be disabled?	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>
	Prefer not to say	<input type="checkbox"/>

Any information you provide here will be used for monitoring purposes only – if you need a “reasonable adjustment”, then please follow the additional separate process. We will take reasonable steps to meet your particular needs.

We have asked for your name to enable us to monitor applications at the selection stage, as well as the application stage.

Full Name:	<input type="text"/>	
Please select your gender:	Male	<input type="checkbox"/>
	Female	<input type="checkbox"/>
Are you married or in a civil partnership?	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>
Please select your current age group:	16-24	<input type="checkbox"/>
	25-29	<input type="checkbox"/>
	30-34	<input type="checkbox"/>
	35-39	<input type="checkbox"/>
	40-44	<input type="checkbox"/>
	45-49	<input type="checkbox"/>
	50-54	<input type="checkbox"/>
	55-59	<input type="checkbox"/>
	60-64	<input type="checkbox"/>
	65+	<input type="checkbox"/>
	Prefer not to say	<input type="checkbox"/>

How would you describe your national identity?	English	
	Welsh	
	Scottish	
	Northern Irish	
	British	
	Other	
	Prefer not to say	

Please select your ethnic group:	White	
	Mixed/Multiple Ethnic Group	
	Asian/Asian British	
	Black/African/Caribbean/ Black British	
	Other ethnic group	
	Prefer not to say	

Please select your ethnicity:	White	English	
		Welsh	
		Scottish	
		Northern Irish	
		Irish	
		Gypsy/Traveler	
		Any other white background	
	Mixed/Multiple	White & Black Caribbean	
		White & Black African	
		White & 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 other ethnic group	
	Prefer not to say		

What is your sexual orientation?	Heterosexual/Straight	
	Gay man	
	Gay woman/Lesbian	
	Bisexual	
	Other	
	Prefer not to say	

What is your religion or belief?	No religion	<input type="checkbox"/>
	Buddhist	<input type="checkbox"/>
	Christian	<input type="checkbox"/>
	Hindu	<input type="checkbox"/>
	Jewish	<input type="checkbox"/>
	Muslim	<input type="checkbox"/>
	Sikh	<input type="checkbox"/>
	Other	<input type="checkbox"/>
	Prefer not to say	<input type="checkbox"/>

Do you have caring responsibilities?	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>
	Prefer not to say	<input type="checkbox"/>

<p>Where did you hear about this vacancy? (If from Internet then please give website address)</p>	
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By completing this form you have helped us better understand how we, as an employer, ensure equality of employment for all.

Thank you for completing this form.