

Equal Opportunities Monitoring Form

Warwickshire County Cricket Club is committed to ensuring that all job applicants and members of staff are treated equally, without discrimination on the grounds of gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age. This form is intended to help us maintain equal opportunities best practice and identify barriers to workforce equality and diversity.

Please complete this form and return it with your application. The form will be separated from your application on receipt. The information on this form will be used for monitoring purposes only and will play no part in the recruitment process.

All questions are optional. You are not obliged to answer any of these questions but the more information you supply, the more effective our monitoring will be. All information supplied will stay confidential, and be stored securely and limited to only some staff in the organisation who are responsible for Human Resources.

Age

- | | | | |
|---------------------|--------------------------|---------|--------------------------|
| • Prefer not to say | <input type="checkbox"/> | • 45-54 | <input type="checkbox"/> |
| • Under 18 | <input type="checkbox"/> | • 55-64 | <input type="checkbox"/> |
| • 18-24 | <input type="checkbox"/> | • 65-74 | <input type="checkbox"/> |
| • 25-34 | <input type="checkbox"/> | • 75+ | <input type="checkbox"/> |
| • 35-44 | <input type="checkbox"/> | | |

Disability

Do you have a disability?

- | | |
|---|--------------------------|
| • Prefer not to say | <input type="checkbox"/> |
| • Yes, I am aware I have a disability | <input type="checkbox"/> |
| • No, I don't have a disability | <input type="checkbox"/> |
| • As far as I am aware, I don't have a disability | <input type="checkbox"/> |

You will be considered as having a disability for discrimination purposes if you fit the definition as given in the Equality Act 2010. In the Act, a disability is a 'physical or mental impairment which has a substantial and long term adverse effect on a person's ability to carry out normal day to day activities.' For these purposes, 'long term' is taken to mean the condition is likely to last longer than 12 months or likely to recur.



Ethnicity

- Prefer not to say

Asian or Asian British

- Bangladeshi
- Indian
- Pakistani
- Other Asian background (Please specify _____)

Black or Black British

- African
- Caribbean
- Other Black background (Please specify _____)

Chinese and other groups

- Chinese
- Other ethnic group (Please specify _____)

Mixed race

- White and Asian
- White and Black African
- White and Black Caribbean
- Other Mixed background (Please specify _____)

White

- British
- English
- Irish
- Welsh
- Scottish
- Northern Irish
- Gypsy or Irish Traveller
- Other White background (Please specify _____)

Religion or belief

- Prefer not to say
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Other (Please specify _____)
- No religion



Gender

- Prefer not to say
- Male
- Female
- Transgender
- Non-binary
- Gender non-conforming

Sexual orientation

- Prefer not to say
- Lesbian
- Gay man
- Bisexual
- Heterosexual/straight

What is your current working pattern?

- Full-time
- Part-time
- Prefer not to say

What is your flexible working arrangement?

- None
- Flexi-time
- Staggered hours
- Term-time hours
- Annualised hours
- Job-share
- Flexible shifts
- Compressed hours
- Homeworking
- Prefer not to say
- If other, please specify: _____

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



