



## Equal Opportunities & Diversity Monitoring Form

Starfish Search Limited is committed to equality and diversity. We want to do everything we can to encourage talent from all backgrounds to consider applying for our appointments and go on to succeed. We are committed to ensuring our recruitment practices are barrier free. Please let us know if you need any adjustments or changes to be made during the recruitment process because of a disability or long-term health condition.

The following information is collated for monitoring purposes only and is **not** used in selection of longlists or shortlists within the recruitment process; if you do not wish to provide the data in this form it will not cause any detriment to your application.

### Gender

Man  Woman  Intersex  Non-binary  Prefer not to say

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

### Age

16 – 24  25 – 34  35 – 44  45 – 54  55 – 64  65+

Prefer not to say

### Disability

The Disability Discrimination Act as incorporated in Equality Act 2010 defines a person as disabled if they have a physical or mental impairment which has substantial and long term (i.e. has lasted or is expected to last at least 12 months) adverse effect on their ability to carry out normal day to day activities.

Do you consider yourself to be a disabled person?

Yes  No  Prefer not to say

### Ethnic Origin

Ethnic origin is about nationality, place of birth or citizenship. It is about the group to which you belong. Please tick the appropriate box

#### Asian / Asian British

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say

Any other Asian background please write in:

#### Black / Black British

African  Caribbean  Prefer not to say

Any other Black background, please write in:



### Mixed Multiple Ethnic groups

White and Black Caribbean  White and Black African  White and Asian

Prefer not to say

Any other mixed background, please write in:

### White

English  Welsh  Scottish  Northern Irish  Irish  British

Gypsy or Irish Traveller  Prefer not to say

Any other white background, please write in:

### Other

Prefer not to say

Any other ethnic background, please write in:

### Sexual Orientation

Bisexual  Gay Man  Gay Woman  Heterosexual  Prefer not to say

### Religion or belief

No religion  Buddhist  Christian  Hindu  Jewish  Muslim  Sikh

Prefer not to say

Other, please write in here if you wish

Starfish Search Limited is required to meet the aims and commitments set out in its equality and diversity policy, which reflects current legislation and supports best practice. This includes not discriminating under the Equality Act 2010 and building an accurate picture of the workforce in encouraging equality and diversity. We use this information to review our compliance with all equal opportunities policies in relation to recruitment.

*We treat all personal information in line with current data protection legislation and our own data protection policy. For more information on how we use the data you have provided, please see our privacy policy for job applicants which you can find on our website at [www.starfishsearch.com](http://www.starfishsearch.com)*

*In order for us to process this information, and to comply with data protection legislation, we require your consent. You are **not** required to give your consent; you acknowledge that any consent given is freely given. Your job application is **not** dependent on your giving consent to our processing of this data. Including your signature below signifies your consent to our processing of this information. Once you have given consent, you may withdraw it at any time by contacting [info@starfishsearch.com](mailto:info@starfishsearch.com)*

Signature:

Date: