**Equal Opportunities Monitoring Form**

At Muckle LLP we are committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of gender, sexual orientation, marital or civil partner status, pregnancy or maternity, 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 and address barriers to workforce diversity, equity and inclusion.

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

**Name:**

**Gender**

What is your gender (please tick)?

* Male
* Female
* Prefer not to say

(If you are undergoing gender reassignment, please use the gender you identify with.)

**Gender identity**

How would you describe your gender identity (please tick)?

* Cisgender female
* Cisgender male
* Genderfluid
* Non-binary
* Trans (male)
* Trans (female)
* Trans (non binary)
* Intersex
* Other………………….
* Prefer not to say

**Ethnic group**

How would you describe your nationality (please tick)?

* British
* English
* Welsh
* Scottish
* Prefer not to say
* Northern Irish
* Other (please specify) ……………………………………

How would you describe your ethnicity (please tick)?

White:

* English, Welsh, Scottish, Northern Irish or British
* Irish
* Gypsy or Irish Traveller
* Roma
* Any other White background

Mixed or multiple ethnic groups:

* White and Black Caribbean
* White and Black African
* White and Asian
* Any other mixed or multiple background

Asian or Asian British:

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

Black or Black British:

* Caribbean
* African
* Any other Black, Black British or Caribbean background

Other ethnic groups:

* Arab
* Any other ethnic group

Prefer not to say

**Age**

What is your age (please tick)?

* 16–17
* 18–21
* 22–30
* 31–40
* 41–50
* 51–60
* 61–65
* 66–70
* 71+
* Prefer not to say

**Sexual orientation**

How would you describe your sexual orientation (please tick)?

* Heterosexual / straight
* Bisexual
* Asexual
* Gay man
* Gay woman / lesbian
* Other (please specify) ………………………..
* Prefer not to say

Are you open about your sexual orientation?

Yes:

* At home
* With colleagues
* With your manager
* At work generally

Partially:

* At home
* With colleagues
* With your manager
* At work generally

No:

* At home
* With colleagues
* With your manager
* At work generally

**Religion or belief**

How would you describe your religion or strongly held belief (please tick)?

* No religion
* Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
* Muslim
* Hindu
* Sikh
* Jewish
* Buddhist
* Any other religion
* Prefer not to say
* My strongly held belief is ………………………………………………………………

**Disability**

The Equality Act 2010 defines a disability as 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". An effect is long-term if it has lasted, or is likely to last, more than 12 months.

Do you consider that you have a disability under the Equality Act 2010 (please tick)?

* Yes
* No
* Used to have a disability but have now recovered
* Don't know
* Prefer not to say

**Social Mobility**

What was the occupation of your main household earner when you were about aged 14?

* Modern professional & traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.
* Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.
* Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.
* Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.
* Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.
* Long-term unemployed (claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year).
* Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.
* Other such as: retired, this question does not apply to me, I don’t know.
* I prefer not to say.

Which type of school did you attend for the most time between the ages of 11 and 16?

* A state-run or state-funded school
* Independent or fee-paying school
* Independent or fee-paying school, where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there
* Attended school outside the UK
* I don’t know
* I prefer not to say

If you finished school after 1980, were you eligible for free school meals at any point during your school years?

* Yes
* No
* Not applicable (finished school before 1980 or went to school overseas)
* I don’t know
* I prefer not to say

Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?

* No, neither of my parents attended university
* Yes, one or both of my parents attended university
* Do not know / not sure
* I prefer not to say