



BfN Employment Equality and Diversity Monitoring Questionnaire

Equality and Diversity

The Breastfeeding Network is committed to equality and diversity. Entry into employment and progression within employment will be determined only by personal merit and the application of criteria, which are related to the duties of each particular post. Except where an Occupational Qualification applies, no applicant or member of staff will be treated less favourably than another because of their gender, racial group, sexual orientation, religion, disability or age.

Information provided will only be used in accordance with the Data Protection Act 2018, to support The Breastfeeding Network's Equality and Diversity Policy.

The information will be entered on a computer and will be kept strictly confidential and separate from your application. **It is not part of the selection process and will not be read by any member of the selection panel.**

Please email this form to recruitment@breastfeedingnetwork.org.uk

Data Protection

The information that you provide will be used for:

- Statistical purposes, e.g. to establish applications by gender, ethnic origin, sexuality, disability or age.
- Recruitment, selection and employment purposes.

Job application information is retained for 12 months, with successful candidates information being retained on personal file.

Disclosure of Criminal Convictions – DBS/PVG

If you are applying for a post which requires a Criminal Records check, the provisions of The Rehabilitation of Offenders Act (1974) in relation to spent convictions do not apply. You must, therefore, disclose if you have any previous convictions, whether or not they are spent. Should you disclose a criminal conviction this will be discussed in confidence at interview. However you should note that only convictions relevant to the job in question will be taken into account.

Successful applicants will be asked to apply for an Enhanced Criminal Record check (disclosure) from the Disclosure and Barring Service. The Breastfeeding Network complies with the DBS code of practice.

Location:	Job Title:
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Gender	: <input type="checkbox"/> Male	<input type="checkbox"/> Female	<input type="checkbox"/> Transgender
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Age:

☐ 18-24 ☐ 25-34 ☐ 35-44
☐ 45-54 ☐ 55-64 ☐ 65+

Do you have a disability? ☐ Yes ☐ No ☐ Decline to specify

The Equality Act 2010 states 'a person has a disability for the purpose of this ACT if he/she has a physical or mental impairment, which has a substantial and long-term adverse effect on his/her ability to carry out day to day duties. If you answered yes to this please see the table below.

<input type="checkbox"/> Dyslexia/specific learning difficulty	<input type="checkbox"/> Mental Health Difficulties
<input type="checkbox"/> Blind/visual impairment	<input type="checkbox"/> Unseen disability (e.g. diabetes)
<input type="checkbox"/> Deaf/hearing impairment	<input type="checkbox"/> Other (please describe).....
<input type="checkbox"/> Wheelchair/mobility impairment	

What is your religion/faith?

<input type="checkbox"/> Christian	<input type="checkbox"/> Hindu	<input type="checkbox"/> Muslim
<input type="checkbox"/> Sikh	<input type="checkbox"/> Jewish	<input type="checkbox"/> Buddhist
<input type="checkbox"/> Decline to specify	<input type="checkbox"/> Other	

Please describe your ethnic origin: (please tick one box only)

Ethnic origin questions are not about nationality, place of birth or citizenship. They are about colour and ethnic group. Citizens of any country may belong to any of the groups indicated. The ethnic origin categories used here are based on the 2011 census of the population.

White

☐ English
☐ Welsh
☐ Scottish

☐ Northern Irish

☐ British
☐ Irish
☐ Gypsy or Irish Traveller
☐ White other.....

Mixed/Multiple Ethnic Groups

☐ White and Black Caribbean
☐ White and Black African
☐ White and Asian

☐ Mixed other.....

Other Ethnic groups

☐ Chinese
☐ Arab
☐ Any other ethnic group.....

Black-African/Caribbean/Black British

☐ Caribbean
☐ African
☐ Other Black/African/Caribbean...

☐ Decline to specify

How would you describe your sexual orientation?

☐ Heterosexual

☐ Gay male

☐ Lesbian/Gay female

☐ Decline to specify