

Equal Opportunities Form

Why we monitor equality at the WCIA

We believe that the best way to make sure we have the skills and knowledge we need in our workforce is to recruit people with different, lifestyles, experiences and backgrounds. Equality monitoring lets us know if we are attracting the workers and volunteers we need.

Our workplace should feel safe, friendly and encouraging. Equality monitoring allows us to compare how people of different ages, ethnic groups, education backgrounds, religions, sexual orientation, disabilities or economic status feel about working and volunteering in the WCIA.

Equality monitoring is an important part of the WCIA's equality and human rights strategy. By completing this form you will be helping the WCIA to stop discrimination, remove barriers and achieve our goals.

Once collected, we keep the data separate from personal information so it is anonymous. All data gathered is confidential to the WCIA and we will not be able to identify individuals from your response

You do not have to answer all or any of the questions on this form, but if you decide not to give answers please use the space provided to explain why you have made that decision. If you have difficulty understanding any of the questions please mention this in the feedback section at the end.

Thank you!

1. Gender

Are you:

Male	<input type="checkbox"/>
Female	<input type="checkbox"/>
Prefer not to say (please say why)	<input type="text"/>

Is your gender identity the same as the gender you were assigned at birth?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Prefer not to say (please say why)	<input type="text"/>
If no please state the terms you use to describe your gender identity (e.g. non-binary, genderqueer, trans man, trans woman, transsexual, transgender)	<input type="text"/>

2. Age

How old are you?

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Prefer not to say (please say why)

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3. Disability

It is up to you to decide if you consider yourself disabled. Disability includes any condition that impairs your ability to conduct your life without additional aids, adjustments or support. Conditions usually considered as disabilities are reduced or loss of hearing or sight, mental health difficulties, learning disabilities, mobility impairments and long-term health conditions, such as depression, diabetes, asthma, multiple sclerosis, HIV, cancer or other limiting conditions.

Do you identify yourself as a disabled person?

Yes (please specify)		
No		
Prefer not to say (please say why)		

4. Ethnic Monitoring

How do you describe yourself?

White

Welsh/English/Scottish/North Irish	
British	
Irish	
Other White Background (please specify)	

Mixed/Multiple Ethnic Groups White & Black Caribbean

White & Black African	
White & Asian	

Other mixed/background (please specify)	
Multiple ethnic (please specify)	

Asian/Asian British

Indian	
Pakistani	
Bangladeshi	
Chinese	
Any other Asian background (please specify)	

Black/African/Caribbean/Black British

African	
Caribbean	
Any other black/African/Caribbean background (please specify)	

Other Ethnic Group

Arab	
Gypsy or Irish Traveller	
Any other ethnic group (please specify)	

Prefer not to say (please say why)

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5. Language and communication

What is your first language?

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At what level do you read, write, speak and understand English?

	Understand	Speak	Read	Write
None				
Basic				
Intermediate				
Advanced				
First language				

At what level do you read, write, speak and understand Welsh?

	Understand	Speak	Read	Write
None				
Basic				
Intermediate				
Advanced				
First language				

6. Employment and qualifications

What is your employment status?

Employed full time	
Employed part time	
Student	
Freelance/self-employed	
Unemployed	
Retired	
Prefer not to say (please say why)	

What is your highest level of completed education or training qualification?

School education up to age 16	
School education up to age 18	
Post-16 general, technical or further education or training	
Advanced general, technical or further education or training	
University graduate	
Post-graduate	
Recognised professional qualification	
Prefer not to say (please say why)	

Are you currently studying?

Yes	
No	
Prefer not to say (please say why)	
If yes, what training/studying are you doing?	

