

Please do not complete this Form if you are applying for a Training Contract.

EQUAL OPPORTUNITIES MONITORING FORM

Payne Hicks Beach is an equal opportunities employer and operates a policy dealing with the avoidance of discrimination. All job applicants receive equal treatment regardless of race, colour, ethnic or national origin, sex, marital status, sexual orientation, religion, disability or age.

To assist us in monitoring the applications which we receive, we should be grateful if you would complete and return this form together with your application.

The information supplied will be kept in strict confidence, will be used for statistical purposes only and will be subject to the provisions of the Data Protection Act 1998. By completing this form you consent to the firm holding, processing in any form and transferring the data contained in it for the purposes of the firm's administration and management of its employees and prospective employees and business and for compliance with applicable procedures, laws and regulations.

You are not required to complete this form, but are encouraged to do so to ensure that the monitoring process is as accurate as possible.

| | |
|----------------------|--|
| Position applied for | |
|----------------------|--|

Gender

- Male
- Female
- Prefer not to say

Age

- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say

Ethnicity

Please indicate your ethnic origin:

- White/European (including UK)
- Black or Black British
- Asian or Asian British
- Chinese
- Mixed
- Other
- Prefer not to say

Please indicate your religion:

- | | |
|------------------------------------|--|
| <input type="checkbox"/> Buddhist | <input type="checkbox"/> Sikh |
| <input type="checkbox"/> Christian | <input type="checkbox"/> No religion |
| <input type="checkbox"/> Hindu | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Jewish | <input type="checkbox"/> Other religion, please specify: |
| <input type="checkbox"/> Muslim | <input type="text"/> |

The Equality Act 2010 ("EA") defines disability as "physical or mental impairment which has a substantial and long term effect on a person's ability to carry out normal day to day activities". The definition of the EA is very broad and may encompass a wide range of conditions such as physical impairment, deafness, epilepsy, diabetes, dyslexia, HIV, cancer, RSI and mental health problems such as depression.

In accordance with this definition, do you consider yourself to have a disability?

- | | |
|------------------------------|--|
| <input type="checkbox"/> Yes | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> No | |

If you answered "yes" and wish to indicate the nature of your disability, please do so below.

What is your sexual orientation?

- | | |
|--|--|
| <input type="checkbox"/> Heterosexual/Straight | <input type="checkbox"/> Lesbian |
| <input type="checkbox"/> Bisexual | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Gay man | |

Primary Carer?

- | | |
|------------------------------|--|
| <input type="checkbox"/> Yes | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> No | |

Look after?

- | | |
|---|--|
| <input type="checkbox"/> No | <input type="checkbox"/> Yes – 50 or more hours a week |
| <input type="checkbox"/> Yes – 1-19 hours per week | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Yes – 20-49 hours per week | |

If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

Yes

Not applicable

No

Prefer not to say

Did you mainly attend a fee paying school between the ages of 11-18?

Yes

Prefer not to say

No