Natural Resources Wales is committed to recruiting, retaining and developing a workforce that reflects the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can ensure that our processes are fair, transparent, promote equality of opportunity for all, and do not have an adverse impact on any particular group. Your cooperation in providing us with accurate data will ensure that we, not only meet our legal obligations, but even more importantly will result in us designing and applying policies and processes that attract and retain a diverse, talented and motivated workforce. Any information provided on this form will be treated as strictly confidential and will be used for statistical purposes only. It will not be seen by anybody directly involved in the selection process. No information will be published or used in any way which allows any individual to be identified.

**Role Applied For:**

**Gender**

|  |  |
| --- | --- |
| Male [ ]  | Female [ ]  |

**Are you married or in a civil partnership**

|  |  |  |
| --- | --- | --- |
| Yes [ ]  | No [ ]  | Prefer not to say [ ]  |

**Age**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 16-24 [ ]  | 25-29 [ ]  | 30-34 [ ]  | 35-39 [ ]  | 40-44 [ ]  |
| 45-49 [ ]  | 50-54 [ ]  | 55-59 [ ]  | 60-64 [ ]  | 65+ [ ]  |
| Prefer not to say [ ]  |

**How would you describe your national identity?**

|  |  |  |  |
| --- | --- | --- | --- |
| Welsh [ ]  | English [ ]  | Scottish [ ]  | Northern Irish [ ]  |
| British [ ]  |  Other [ ]  |  | Prefer not to say [ ]  |

**What is your ethnicity?**

Ethnic origin categories are not about nationality, place of birth or citizenship. They are about the group to which you as an individual perceive you belong. Please indicate your ethnic origin by ticking the appropriate box

|  |  |  |  |
| --- | --- | --- | --- |
| ***White*** |  |  |  |
| Welsh [ ]  | English [ ]  | Scottish [ ]  | Northern Irish [ ]  |
| Irish [ ]  | Gypsy or Irish Traveller [ ]  | Other White background [ ]  |

|  |  |
| --- | --- |
| ***Mixed/multiple ethnic groups***  |  |
| White and Black Caribbean [ ]  | White and Black African [ ]  |
| White and Asian [ ]  | Any other mixed background [ ]  |

|  |  |  |
| --- | --- | --- |
| ***Asian/Asian British***  |  |  |
| Indian [ ]   | Pakistani [ ]  | Bangladeshi [ ]  |
| Chinese [ ]  | Any other Asian background [ ]   |

|  |  |
| --- | --- |
| ***Black/ African/ Caribbean/ Black British***  |  |
| African [ ]  | Caribbean [ ]  |
| Any other Black/African/Caribbean background [ ]  |

|  |  |
| --- | --- |
| ***Other ethnic group***  |  |
| Arab [ ]  | Any other ethnic group [ ]  |

|  |
| --- |
| ***Prefer not to say*** [ ]  |

**Do you consider yourself to be disabled?**

|  |  |  |
| --- | --- | --- |
| Yes [ ]  | No [ ]  | Prefer not to say [ ]  |

*Any information you provide here will be used for monitoring purposes only – if you need a ‘reasonable adjustment’, then please follow the additional separate process. We will take reasonable steps to meet your particular needs.*

**What is your sexual orientation?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Heterosexual [ ]  | Lesbian [ ]  | Gay man [ ]  | Bisexual [ ]  | Other [ ]  | Prefer not to say [ ]  |

**What is your religion or belief?**

|  |  |  |  |
| --- | --- | --- | --- |
| No religion [ ]  | Agnostic [ ]  | Atheist [ ]  | Bahá’í [ ]  |
| Buddhist [ ]  | \*Christian [ ]  | Hindu [ ]  | Humanist [ ]  |
| Jain [ ]  | Jewish [ ]  | Muslim [ ]  | Pagan [ ]  |
| Rastafarian [ ]  | Scientologist [ ]  | Shinto [ ]  | Sikh [ ]  |
| Zoroastrian [ ]  | Any other religion [ ]  |  | Prefer not to say [ ]  |

*\*Christian includes Anglican, Catholic, Protestant, and other Christian denominations*

**Do you have caring responsibilities? If yes please tick all that apply**

|  |  |  |
| --- | --- | --- |
| Primary carer of disabled child/children [ ]   |  | Primary carer of disabled adult (18 and over) [ ]  |
| Primary carer of child/children (under 18) [ ]  |  | Primary carer of older person (65+) [ ]  |
| Secondary carer [ ]  | None [ ]  | Prefer not to say [ ]  |

**By completing this form you have helped us better understand how we, as an employer, ensure equality of opportunity for all.**

**Thank you for completing this form.**