****Section 12: Equality and Diversity Monitoring Form

Essex FA is committed to making Football accessible to all, ensuring that Equality and Diversity is at the forefront of its thinking when delivering a comprehensive service to Essex Football.

We hope you will help us by completing this form, but please be aware that completing the form is entirely voluntary and, if you chose not to complete it, this will not affect your application.

**Why do we want this information?**

* Asking you for this information makes Essex County FA workforce more representative. It supports us to ensure our programmes are inclusive and open to everyone; it helps us understand if people from certain backgrounds are not accessing or making the most of opportunities to be involved in football; and it helps us to make sure that we provide such opportunities in the future.
* Only people analysing this data will have access to it and, in line with diversity, monitoring, good practice and legislation, all the information is collated anonymously.

Information provided on this form does not form part of our decision-making process and will not affect your application for registration.

Although you are not required to fill in this form, we would like to encourage you to do so because receiving enough information will mean we can undertake robust analysis to ensure that our processes are fair, or to make changes to how we work.

There is an option to select ‘prefer not to say’ if you would rather not share the information about yourself. It is more helpful to us if you select the ‘prefer not to say’ option rather than not to complete or partly complete this form.

Please complete the form by selecting the appropriate option and return it to us.

|  |  |
| --- | --- |
| **Gender** | Choose an item. |
| **Age** | Choose an item. |
| **Sexual Orientation** | Choose an item. |
| If other, please state: | |
| **Religion/Belief** | Choose an item. |
| If other, please state: | |
| **Ethnicity** | Choose an item. |
| If other, please state: | |

**Disability**

Under the Equality Act 2010, disability is defined as a physical or mental impairment that has a substantial and long term adverse effect on the ablity to carry out normal day to day activities. Substantial means more than minor or trival. Impairement covers, for example, long term medical conditions such as asthma and diabetes, and flucuating or progressive conditions such as rheumatoid arthritis or motor neurone diseases. A mental impairment includes mental health conditions (such as bipolar disorder or depression), learning difficulties (such as dyslexia) and learning disabilities (such as autism and Down’s syndrome). Some people including those with cancer multiple sclerosis and HIV/AIDS and automatically protected as disabled people by the Act.

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| **Do you consider that you meet this definition?** | Choose an item. |

If yes, please state: Choose an item.

If other, please state: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **Please state where you heard about the vacancy:** |  |