



**RECRUITMENT MONITORING FORM  
CONFIDENTIAL**

**Monitoring the diversity of our applicants and staff is an essential part of WMC’s commitment to Equalities and Diversity. Please complete this form and return it with your application form. It is entirely confidential and will not be made available to those involved in shortlisting or the selection process, or for any purpose other than monitoring and statistical reporting.**

As an equal opportunities employer, WMC is committed to monitoring the effectiveness of its employment policies. This is endorsed by the Equal Opportunities Commission and the Commission for Racial Equality. Our policy is to ensure that no job applicant or employee receives less favourable treatment on any of the following grounds: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation. To help measure the impact of this policy, and continue to develop relevant personnel policies, could you please tick the appropriate boxes. The information you provide below will be treated in strict confidence and will be used only for statistical monitoring purposes.

- Date of birth:** ..... **Vacancy Ref:-** .....
- Gender :** .....  
Is your gender identity the same as at birth” yes  no  prefer not to say
- Ethnicity** - please tick the most appropriate box below to describe your ethnic group or origin. *(This question helps us to identify the ethnic diversity of those applying for vacancies within the organisation for monitoring purposes only).*

**ASIAN OR ASIAN BRITISH:**

- Asian British
- Pakistani
- Indian
- Bangladeshi
- Other Asian Background -
- Please give further details...*
- .....

**CHINESE**  
Chinese

**BLACK OR BLACK BRITISH**

- Black British
- Black Caribbean
- Congolese
- Ethiopian
- Black African
- Somalian
- Any other African
- Nigerian
- Eritrean
- Any other black background
- Please give further details* .....



**MIXED:**

- White and Black Caribbean
- White and Black African
- White and Black African

**WHITE:**

- British
- Irish
- White Greek or Greek Cypriot

- White and Asian
- Other Mixed
- Please give further details.....*

- White Turkish or Turkish Cypriot
- White Albanian
- White Kosovan
- Gypsy/Roma
- Traveller of Irish Heritage
- Any other white background
- Please give further details .....*

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**OTHER ETHNIC GROUP:**

- Any Other Ethnic Group
- Prefer not to say/Refused
- Please give further details .....*

4. **Do you consider yourself to have a disability?** (WMC is committed to ensuring that people with disabilities are supported and encouraged to apply for employment with WMC and to achieve progress in that employment. This question helps us to assess our success in achieving this aim).

Yes  No

If you wish to provide any additional details please do so below:

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*NB. The Disability Discrimination Act 1995 defines a disability as:*

***“a physical or mental impairment which has substantial and long-term (lasting more than 12 months) adverse effect on your day to day living.”***

**For Applicants with a Physical, Sensory or Visual Disability**

Please indicate in this section if you need any assistance because of a disability you may have. Please state carefully what help you may need, either at the interview stage or, if you were offered the post, in the performance of the duties of the job.

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