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| --- | --- |
| **Equal Opportunities**  **Monitoring Form** | Logo, company name  Description automatically generated |

The Police and Crime Commissioner is an equal opportunities employer and is determined to ensure that:  
  
The workforce reflects the diverse society which it serves and that the working environment is free from any form of harassment, intimidation, bullying or victimisation.  
  
No job applicant or employee is treated more or less favourably on the grounds of sex, gender reassignment, sexual orientation, age, marital status, pregnancy and maternity, race, colour, nationality, ethnic or national origin, religion or belief or disability.

The Equality Act 2010 prohibits discrimination, victimisation or harassment in employment, including recruitment.

No job applicant or employee is disadvantaged by a provision, criterion or practice which cannot be shown to be proportionate means of achieving a legitimate aim.  
  
The information on this form is for monitoring purposes only. The information supplied will be treated in the strictest confidence and will not affect your job application in any way.

Completion of this section of the form is voluntary but the information will help us ensure equality of opportunity.  
  
This information forms no part of the recruitment process.

|  |  |
| --- | --- |
| **Age Band** | |
| Under 26 |  |
| 26 – 40 |  |
| 41 - 55 |  |
| 55+ |  |

|  |  |
| --- | --- |
| **Ethnicity** | |
| White – English/Welsh/Scottish/Northern Irish/British |  |
| White – Irish |  |
| White – Gypsy or Irish Traveller |  |
| White – Any other white background |  |
| Mixed – Asian and White |  |
| Mixed – Black African |  |
| Mixed – Black African and White |  |
| Mixed – Black Caribbean and White |  |
| Mixed – Any other mixed background |  |
| Asian or Asian British – Indian |  |
| Asian or Asian British – Pakistani |  |
| Asian or Asian British – Chinese |  |
| Asian or Asian British – Any other ethnic background |  |
| Black or Black British – African |  |
| Black or Black British – Caribbean |  |
| Black or Black British – Any other ethnic background |  |

|  |  |
| --- | --- |
| **Religion or Belief** | |
| No Religion |  |
| Buddhist |  |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations) |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| Any Other Religion |  |
| Prefer Not To say |  |

|  |  |
| --- | --- |
| **Sex** | |
| Female |  |
| Male |  |
| Intersex |  |
| Other |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **What best describes your gender?** | |
| Female |  |
| Male |  |
| Prefer to self-describe |  |
| Prefer not to say |  |
| Other |  |

|  |  |
| --- | --- |
| **Is your gender identity the same as the sex you were assigned with?** | |
| Yes |  |
| No |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Sexual Orientation** | |
| Bisexual |  |
| Gay/Lesbian |  |
| Heterosexual |  |
| Prefer to self-describe |  |
| Prefer not to say |  |

**Please email your completed form with your completed job application to** [**opcc.jobs@cleveland.police.uk**](mailto:opcc.jobs@cleveland.police.uk)