**Equal Opportunities Monitoring**

Just for Kids Law believes in the value of a diverse workforce and encourages applications from people from all ethnic, cultural, religious and social backgrounds: in particular, people from Black and minority ethnic groups and LGBTQI+ communities. We strive to create a diverse working environment where everyone can thrive.

We collect information on the diversity characteristics of job applicants. You are **not** obliged to provide information to us but it helps us to consider whether the diversity of our applicants fully reflects society, and also helps identify and remove any barriers to our recruitment.

**RELIGION OR BELIEF**

|  |  |
| --- | --- |
| Buddhist |  |
| Christian |  |
| Hindu |  |
| Jewish |  |
| Muslim | X |
| No religion |  |
| Sikh |  |
| Spiritual |  |
| Other religion or belief |  |
| Prefer not to say |  |

**SEXUAL ORIENTATION**

|  |  |
| --- | --- |
| Bisexual |  |
| Gay man |  |
| Gay woman/lesbian |  |
| Heterosexual | X |
| Other: |  |
| Prefer not to say |  |

**GENDER IDENTITY**

|  |  |
| --- | --- |
| Female | X |
| Male |  |
| Non-binary |  |
| Other: |  |
| Prefer not to say |  |

**DOES YOUR GENDER IDENTITY MATCH YOUR SEX REGISTERED AT BIRTH?**

|  |  |
| --- | --- |
| Yes | X |
| No |  |
| Prefer not to say |  |

**DO YOU CONSIDER YOURSELF TO HAVE A DISABILITY\*?**

|  |  |
| --- | --- |
| Yes | X – Dyslexia and Dyspraxia |
| No |  |
| Prefer not to say |  |

*\* This is defined in law as an impairment, health condition or learning difference that has a substantial or long-term impact on your ability to carry out day-to-day activities.*

**WHAT IS YOUR ETHINICITY?**

|  |  |
| --- | --- |
| Arab |  |
| Asian - Other |  |
| Bangladeshi |  |
| Black African | X |
| Black Caribbean |  |
| Black Other |  |
| Chinese |  |
| Gypsy or Traveller |  |
| Indian |  |
| Mixed – White & Asian |  |
| Mixed – White & Black African |  |
| Mixed – White & Black Caribbean |  |

|  |  |
| --- | --- |
|  |  |
| Not Known |  |
| Other Mixed Background |  |
| Other White Background |  |
| Pakistani |  |
| White |  |
| White British |  |
| White Irish |  |
| White Scottish |  |
| Other: |  |
| Prefer not to say |  |

**WHERE DID YOU HEAR ABOUT THIS ROLE?**

|  |  |
| --- | --- |
| Children England |  |
| Diverse Jobs Matter |  |
| Find a Job (DWP) |  |
| Guardian Jobs |  |
| Indeed |  |
| Islington Working |  |
| Just for Kids Law’s website/social media |  |
| LinkedIn |  |
| London Youth |  |
| The Voice |  |
| Word of Mouth |  |
| Other:  |  |

**Thank you for taking the time to share this information with us.**

**This information will be kept by the HR team to inform our recruitment practices, including advertising, application and interview practices; it will not be shared with the recruiting panel.**