

### Equality, Diversity and Inclusion (EDI) Monitoring Form

*Showroom Workstation is committed to recruiting, retaining and developing a workforce that reflects at all grades the diverse communities that we serve. It is important that we monitor and analyse diversity information so that we can ensure that our HR processes are fair, transparent, promote equality of opportunity for all employees and applicants, and do not have an adverse impact on any particular group.*

*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.*

#### 1. Gender

Male ☐ Female ☐ Non-Binary ☐ Transgender woman ☐ Transgender man ☐  
Gender Fluid ☐ Intersex ☐ Agender ☐ Prefer to self-describe ☐ Prefer not to say ☐

#### 2. Age

16-19 ☐ 20-24 ☐ 25-30 ☐ 31-34 ☐ 35-39 ☐ 40-44 ☐ 45-49 ☐ 50-54 ☐

55-59 ☐ 60-64 ☐ 65-69 ☐ 70-74 ☐ 75-79 ☐ 80-84 ☐ 85+ ☐ Prefer not to say ☐

#### 3. 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

##### Asian/Asian British

Bangladeshi ☐ Chinese ☐ Indian ☐ Pakistani ☐ Prefer not to say ☐

Any other Asian background, please state: \_\_\_\_\_

Black/ African/ Caribbean/ Black British

African ☐ Caribbean ☐ Prefer not to say ☐

Any other Black/African/Caribbean background, please state: \_\_\_\_\_

Mixed/multiple ethnic British groups

Asian and White ☐ Black African and White ☐ Black Caribbean and White ☐

Prefer not to say ☐ Any other mixed background, please state: \_\_\_\_\_

White / White British

English ☐ Welsh ☐ Scottish ☐

Northern Irish ☐ Irish ☐ Gypsy or Irish Traveller ☐

Roma ☐ Prefer not to say ☐

Any other white background, please state: \_\_\_\_\_

Other ethnic group

Arab ☐ Jewish ☐

Middle Eastern and North African background ☐

West and Central Asian background ☐

Prefer not to say ☐

Any other ethnic group, please state: \_\_\_\_\_

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

Yes ☐ No ☐ Prefer not to say ☐

A: If you answered yes, please could you select from the below list which apply to you:

B: I have a disability ☐

C: I have a long-term health condition ☐

D: I have a mental health condition ☐

E: I am Deaf ☐

F: I am deaf, deafened, hard of hearing or hearing impaired ☐

G: I am dyslexic or dyspraxic ☐

H: I am autistic or neurodivergent ☐

I: I am sight impaired ☐

J: I have long-term difficulties with mobility which impact my regular day-to-day life ☐

*Any information you provide here will be used for monitoring purposes only – if you need a ‘reasonable adjustment’, then please discuss this with your manager, or the person running the recruitment process if you are a job applicant.*

## **5. What is your sexual orientation?**

Asexual ☐ Bisexual ☐ Gay man ☐ Gay woman/Lesbian ☐ Heterosexual ☐ Prefer to self describe ☐ Prefer not to say ☐

Other ☐: please state: \_\_\_\_\_

## **6. What is your religion or belief?**

Agnostic ☐ Atheist ☐ Buddhist ☐ Christian ☐ Hindu ☐

Jewish ☐ Muslim ☐ Sikh ☐ No religion ☐

Any other religion or belief ☐ Prefer not to say ☐

## **7. Are you married or in a civil partnership?**

I am married ☐ I am in a civil partnership ☐ Neither ☐

Prefer not to answer ☐

## **8. Lower Socio Economic status**

Would you consider yourself to be from a disadvantaged socio-economic background that impacts or has impacted on your career progression?

Yes ☐ No ☐ Prefer not to say ☐

## **9. Region of residence**

East Midlands ☐ East of England ☐ London ☐ North East ☐ North West ☐ South East ☐ South West ☐ West Midlands ☐ Yorkshire and the Humber ☐ Northern Ireland ☐ Scotland ☐ Wales ☐ Prefer not to say ☐

## **10. Are you pregnant or in maternity?**

I am pregnant ☐ I am within 26 weeks of having given birth (Maternity) ☐

I do not wish to disclose this ☐ Not applicable ☐

## **11. Socioeconomic**

**Please select which types of schools you attended between the ages of 11 and 16:**

A: Attended school outside the UK ☐

B: Independent or fee-paying school – bursary ☐

C: Independent or fee-paying school – no bursary ☐

D: State-run or state-funded school – non-selective ☐

E: State-run or state-funded school – selective on academic, faith or other grounds ☐

Other ☐

Prefer not to say ☐

Not known ☐

## **12. Occupation of the main/highest income earner in your household when you were 14:**

A: Clerical and intermediate occupations (e.g. secretary, nursery nurse, office clerk, call centre agent) ☐

B: Middle or junior managers (e.g. office manager, warehouse manager, restaurant manager) ☐

C: Modern professional occupations (e.g. teacher, nurse, social worker, artist, musician, software designer) ☐

D: Routine manual and service occupations (e.g. van driver, cleaner, porter, waiter/waitress, bar staff) ☐

E: Semi-routine manual and service occupations (e.g. postal worker, security guard, machine worker, receptionist, sales assistant) ☐

F: Senior managers and administrators (e.g. finance manager, chief executive) ☐

G: Technical and craft occupations (e.g. fitter, plumber, printer, electrician) ☐

H: Traditional professional occupations (e.g. accountant, solicitor, scientist, medical practitioner) ☐

I: Unemployed/never worked/long term sickness ☐

Prefer not to say ☐

Not known ☐

### **13. Caring Responsibilities:**

A: Primary carer of a child or children (under 18) ☐

B: Primary carer of disabled adult (18 and above) ☐

C: Primary carer of disabled child or children (under 18) ☐

D: Primary carer of older person (65 and above) ☐

E: 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.***