



Equal Opportunities Form

NPC aims to be an inclusive organisation where everyone is treated with respect, dignity and where there is equal opportunity for all. NPC respects and values the diversity of its staff and users. We will tackle barriers to participation and create a culture in which equal opportunities and equal treatment are a priority for all staff and users. In the recruitment, training, pay and management of staff and in all our day-to-day work with both colleagues and users, we seek to create an environment where attitudes and biases that hinder the progress of individuals and groups are dismantled and where we work together in mutual respect and tolerance.

To ensure NPC attracts and recruits a diverse pool of applicants, we collect equal opportunity data. This information will be treated in the strictest confidence and will not be made available to the recruiting panel. The data you provide here will be transferred to our Human Resources database to help us monitor the diversity of the applications we receive and to enable us to develop appropriate policies and procedures regarding Diversity and Equal Opportunities Issues.

Gender [Male ☐ Female ☐ Non-binary ☐ Prefer not to say ☐]

If you prefer to use your own term, please specify here

Are you married or in a civil partnership? [Yes ☐ No ☐ Prefer not to say ☐]

Age 16-24 ☐ 25-29 ☐ 30-34 ☐ 35-39 ☐ 40-44 ☐ 45-49 ☐
50-54 ☐ 55-59 ☐ 60-64 ☐ 65+ ☐ Prefer not to say ☐]

What is your ethnicity?

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

White

[English ☐ Welsh ☐ Scottish ☐ Northern Irish ☐ Irish ☐
British ☐ Prefer not to say ☐]

Any other white background, please write in:

Mixed/multiple ethnic groups

[White and Black Caribbean ☐ White and Black African ☐ White and Asian ☐ Prefer not to say ☐
Any other mixed background, please write in:]

Asian/Asian British

[Indian ☐ Pakistani ☐ Bangladeshi ☐ Chinese ☐ Prefer not to say ☐
Any other Asian background, please write in:]

Black/ African/ Caribbean/ Black British

[African ☐ Caribbean ☐ Prefer not to say ☐
Any other Black/African/Caribbean background, please write in:]

Other ethnic group

[Arab ☐ Prefer not to say ☐ Any other ethnic group, please write in:]

Do you consider yourself to have a disability or health condition?

[Yes ☐ No ☐ Prefer not to say ☐]

Guaranteed Interview Scheme

As part of NPC's commitment to diversity and equal opportunities, all applicants considered to have a disability under the Equalities Act 2010, who meet the minimum criteria for the post, will be offered an interview. By 'minimum criteria' we mean that you must provide us with evidence in your application which demonstrates that you meet the level of competence required, as well as meeting any of the qualifications, skills or experience required.