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## 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.