Diversity Monitoring Form

The People for Change Foundation is committed to equality of opportunity and is striving to ensure that applications are treated fairly. All applications are considered on an equal basis, in accordance with all applicable equal opportunities legislation. We wish to monitor all stages of our recruitment procedure to try to ensure that unfair discrimination is not taking place. To assist us in this monitoring process, we would be grateful if you could complete the following form by ticking the relevant boxes.

This information will be used for monitoring purposes only and will not be used in assessing and or scoring your application. This information is kept fully confidential and accessibility is strictly limited in accordance with the Data Protection Act.

**Age**

From the age bands below, please indicate the category that includes your current age in years:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 16 – 24  |  | 25 – 34  |  | 35 – 44 |
|  | 45 – 54  |  | 55 – 64  |  | 65+ |

**Gender**

Which of the following best describes how you think of yourself?

|  |  |  |  |
| --- | --- | --- | --- |
|  | Male  |  | Female  |
|  | Other |  | Prefer not to say |

**Disability**

The Persons with Disability (Employment) Act (Chapter 210 of the Laws of Malta) defines a ‘person with disability’ as ‘a person, being over compulsory school age, who, by reason of injury, disease, congenital deformity or other physical or mental incapacity, is substantially handicapped in obtaining or keeping employment or in undertaking work on his own account, of a kind which apart from that injury, disease, deformity or incapacity would be suited to his age, experience and qualifications; and the word "disability", in relation to any person, shall be construed accordingly’

 (a) Do you consider yourself to have a disability according to the definition in the Persons with Disability (Employment) Act?

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

(b) Are your day-to-day activities limited because of a health problem which has lasted, or is expected to last, at least 12 months?

|  |  |  |  |
| --- | --- | --- | --- |
|  | Yes, limited a lot  |  | Yes, limited a little  |
|  | No |  | Prefer not to say |

**What is your ethnic group?**

**White**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | White - Maltese  |  | White – Other European  |  | White - Other |

**African**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | African  |  | European of African Descent  |  | Other African |

**Asian**

|  |  |  |  |
| --- | --- | --- | --- |
|  | South Asian |  | East Asian |
|  | Maltese of Asian Descent |  | Other Asian  |

**Mixed**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Mixed – White & Black African |  | Mixed – White & Black African |
|  | Mixed – White & Asian |  | Other Mixed |

**Other/unknown**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Other, please state: |  | Ethnic identity not known |  | Prefer not to say |

**What is your religion or belief?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Buddhist |  | Christian |  | Hindu |
|  | Jewish |  | Muslim |  | Sikh |
|  | No religion or belief |  | Prefer not to say |  | Other religion, please state:   |

**Sexual orientation**

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

**Educational background**

What is the highest level of education you have attained?

|  |  |  |  |
| --- | --- | --- | --- |
|  | Secondary School |  | Higher Education (Sixth form, etc) |
|  | University – Bachelors degree |  | University – Masters Degree |
|  | University - Doctorate |  | Don’t know / Prefer not to say |