# Diversity Monitoring Form

The Independent Child & Adolescent Psychotherapy training strongly values diversity and promotes equality. We encourage and welcome applications from candidates from all backgrounds. We are committed to creating a workforce that reflects the society we live and work in. We are also committed to creating an inclusive training culture that supports diversity and inclusion allowing all colleagues to bring their whole selves to training without fear. We believe achieving equality, diversity and fairness of opportunity is our shared responsibility and we work hard to ensure that as an organisation, we are all accountable for its delivery.

Monitoring recruitment and selection procedures is one way of helping us to ensure that there is no discrimination in the way that we recruit and select people for training. To do this we need to know about the diversity profile of people who apply for training. Please help by providing the following information. The information you give us is confidential and will be separated from the application form prior to the selection process. It will not be accessed by any person involved in making selection decisions. Completing this form is voluntary, if you prefer not to answer any of the questions, please feel free to leave them blank. This information is used for statistical purposes only to ensure that our selection processes uphold our commitment to equality of opportunity.

Thank you for your co-operation.

Please return the completed form to [ipcapatraining@bpf-psychotherapy.org.uk](mailto:ipcapatraining@bpf-psychotherapy.org.uk) together with your application form.

**Gender** Male  Female  Intersex  Non-binary  Prefer not to say 

If you prefer to use your own gender identity, please write in:

**Age** under 25 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

***Asian or Asian British***

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

Any other Asian background, please write in:

***Black, African, Caribbean or Black British***

African  Caribbean  Prefer not to say 

Any other Black, African or Caribbean background, please write in:

***Mixed or Multiple ethnic groups***

White and Black Caribbean  White and Black African  White and Asian  Prefer not to say  Any other Mixed or Multiple ethnic background, please write in:

***White***

English  Welsh  Scottish  Northern Irish  Irish 

British  Gypsy or Irish Traveller  Prefer not to say 

Any other White 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 

What is the effect or impact of your disability or health condition on your work? Please write in here:

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please note on the application form.

**What is your sexual orientation?**

Heterosexual  Gay  Lesbian  Bisexual  Asexual  Pansexual  Questioning/Unsure  Prefer not to say 

If you prefer to use your own identity, please write in:

**What is your religion or belief?**

Atheist  Buddhist  Christian  Hindu  Jewish 

Muslim  Sikh  No religion  Prefer not to say  If other religion or belief, please write in:

**Parents’ occupation? Please state**

Parent 1

Parent 2 (if applicable)

**Do you have caring responsibilities? If yes, please tick all that apply**

None 

Primary carer of a child/children (under 18) 

Primary carer of disabled child/children 

Primary carer of disabled adult (18 and over) 

Primary carer of older person 

Secondary carer (another person carries out the main caring role) 

Prefer not to say 