



Volunteer diversity monitoring information

Citizens Advice values diversity and promotes equality. We welcome and encourage volunteer applications from people of all backgrounds.

Monitoring recruitment and selection procedures is one way that helps us to ensure that there is no unfair discrimination in our recruitment process. To do this we need to know about the diversity profile of people who apply for volunteer roles at Citizens Advice.

If you are happy to provide it, we will use this information for the sole purpose of allowing us to monitor equality of opportunity and treatment as necessary to maintain or promote equality within Citizens Advice. Our legal basis for using your data in this way is our legitimate interests and substantial public interest in maintaining equality of opportunity or treatment in our service.

The information you give us will be kept securely, won't be shared outside the service and is confidential. This form is separate from your application form and it will not be used within the decision making process or have any impact on you directly.

Please see our privacy notice <https://www.citizensadvice.ruralcambs.org.uk/cookie-policy/> for more information about how we process your information.

If you would prefer not to answer any of the questions we ask, please leave them blank. If you have any questions about how we use your data or would like to make an information rights request, please contact us via recruitment@ruralcambscab.org.uk.

If you need this form in another format please contact Rachel Allen via recruitment@ruralcambscab.org.uk.

Diversity Monitoring Form

Applicant ref. number (local Citizens Advice use only):	
Which volunteer role are you applying for?	

Age

Please select your age group from the options below:

<25	
25-34	
35-44	
45-54	
55-64	
65 +	
Prefer not to say	

Disability

Citizens Advice follows the social model of disability. We believe that society's barriers and negative attitudes cause people to be disabled, not a person's impairment or long term health condition.

Do you consider yourself to be disabled or have an impairment or long term health condition? Select all that apply:

Yes - physical health disability, impairment or condition	
Yes - mental health disability, impairment or condition	

Yes - other disability, impairment or condition e.g. neurodiverse	
No, I do not have a disability, impairment or condition	
Prefer not to say	

The information on this form is for monitoring purposes only. If you require any reasonable adjustments to be made in the recruitment process or at work subsequently if appointed, please make sure you tell us separately from this form.

Ethnicity

[Note: The Office for National Statistics and other sectors recommend the below categories. For external comparability and monitoring purposes we are following that guidance.]

How would you describe your ethnicity?

Arab	Arab or Arab British	
	In another way (specify, if you wish):	
Asian	Bangladeshi or Bangladeshi British	
	Chinese or Chinese British	
	Indian or Indian British	
	Pakistani or Pakistani British	
	In another way (specify, if you wish)	
Black	African or African British	
	Caribbean or Caribbean British	
	In another way (specify, if you wish).	
Mixed or multiple ethnic groups	Asian or Asian British and White or White British	
	Black African or Black African British and White or White British	

	Black Caribbean or Black Caribbean British and White or White British	
	Any other mixed or multiple ethnic background (specify, if you wish).	
White	British, English, Scottish, Welsh or Northern Irish	
	Gypsy, Irish Traveller, Traveller or Roma	
	Irish	
	In another way (specify, if you wish).	
I would describe my ethnic background or identity as... (please specify)		
Prefer not to say		

Gender

What best describes your gender? Select all that apply:

Man	
Non-binary, gender fluid or gender queer	
Woman	
I prefer to use another term (please specify if you wish)	
Prefer not to say	

Do you identify as transgender?

Yes	
No	
Prefer not to say	

Sexual orientation

Which of the following best describes your sexual orientation?

Bisexual	
Gay or Lesbian	
Heterosexual or straight	
I prefer to use another term please specify if you wish)	
Prefer not to say	

Religion, Faith & Belief

Please consider and select the option that best describes your religion, faith or belief?

No religion including atheist and agnostic	
Buddhist	
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	
Hindu	
Jain	
Jewish	
Mixed religion	
Muslim	
Pagan	
Sikh	
Spiritual	
Any other religion or belief, please describe	
Prefer not to say	

