

Diversity, Equity and Inclusion (DEI) Optional Disclosure

In keeping with our DEI Recruitment Statement, we have created this form for candidates to **voluntarily** complete, so we can learn more about you as an individual to see how we, as an employer, can learn from, make use of and adapt to the things that make you unique. **You do not have to tell us anything you don't want to on this form** and in no way will this information be used as part of any selection, performance management or probationary procedures. We have based this form on those characteristics that are protected by law, but there is space at the bottom to tell us anything else you'd like us to know.

However, we are interested to learn more about you so please tell us anything about these characteristics that you think:

- a) You'd like us to know e.g., tell us your age or about your ethnic background;
- b) Why that is or important to you, if indeed it is
- c) How you think we, as an employer, can adapt or use this information to help you be a success at Cripplegate/Islington Giving

We have deliberately not set criteria against which we define these characteristics and you do not have to complete any one section if you don't want to; if you identify with one of these characteristics or you think it is relevant, you are welcome to tell us in whichever way you think it applies e.g. you can tell us your age in a range, or your specific age or nothing at all!

1. Age

a) What you'd like us to know:

b) Why this is important to you:

c) How you think we can use this to help you be a success:

2. Gender

a) What you'd like us to know:

b) Why this is important to you:

c) How you think we can use this to help you be a success:

3. Marital Status

a) What you'd like us to know:

b) Why this is important to you:

c) How you think we can use this to help you be a success:

4. Pregnancy/Maternity

a) What you'd like us to know:

b) Why this is important to you:

c) How you think we can use this to help you be a success:

5. Disability

a) What you'd like us to know:

b) Why this is important to you:

c) How you think we can use this to help you be a success:

6. Race including colour, nationality, ethnic or national origin

a) What you'd like us to know:

b) Why this is important to you:

c) How you think we can use this to help you be a success:

7. Religion or belief

a) What you'd like us to know:

b) Why this is important to you:

c) How you think we can use this to help you be a success:

8. Sexual Orientation

a) What you'd like us to know:

b) Why this is important to you:

c) How you think we can use this to help you be a success:

9. Other e.g. If you are a carer or your socio-economic background

a) What you'd like us to know:

b) Why this is important to you:

c) How you think we can use this to help you be a success:
