[](http://www.stonewall.org.uk/)****[](http://www.direct.gov.uk/en/DisabledPeople/Employmentsupport/LookingForWork/DG_4000314)[](http://businessdisabilityforum.org.uk/)

**OFCOM – Diversity Monitoring Form**

**1. Diversity Monitoring**

Ofcom is committed to equality of opportunity regardless of age, disability, ethnicity, gender, Ofcom selects andidates solely on the basis of merit. We are committed to equality of opportunity for all job applicants regardless of ethnicity, gender (including gender reassignment), sexual orientation, religion or belief, marriage and civil partnership and caring status. All colleagues are requested to complete a monitoring form to ensure the effective implementation of our Diversity Monitoring as part of our Single Equality Scheme.

**1 Age**

|  |
| --- |
| Date of Birth: ………………………………. |

**2 Disability**

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

Do you consider yourself to have a disability?

A person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term effect on their ability to carry out normal day to day activities.   
  
A long-term effect is one which has lasted, or is expected to last, at least 12 months or the rest of the person’s life (if shorter). This follows the definition set out in the Equality Act 2010.

When we talk about disability we are referring to conditions and impairments such as:

* Hearing, speech or visual impairments, for example, partial sight, blindness, poor hearing, partial hearing, deafness or stammering
* Co-ordination, dexterity or mobility impairments, for example, polio, spinal cord injury, or back problems or wearers of prosthetic limbs
* Mental health conditions, for example, schizophrenia, depression or severe phobias
* Memory or ability to concentrate, learn or understand, example of substantial affects include, difficulty in speaking or communicating, difficulty taking part in social interaction
* Other physical or medical conditions, for example, diabetes, epilepsy, arthritis, asthma, cancer, facial disfigurement or dyslexia

This is not meant to be an exclusive list and is given for guidance only.

Ofcom is committed to making reasonable adjustments so all colleagues can work effectively. We take positive and proactive steps to remove reduce or prevent the obstacles a disabled colleague faces. Please note, however, that as the information on this form is confidential and used for monitoring purposes only, we will be unable to use it to arrange any reasonable adjustments that you may need. For reasonable adjustments, please follow the additional separate reasonable adjustment process.

**3. Ethnic Origin**

|  |  |
| --- | --- |
| **Asian or Asian British** | **White** |
| Bangladeshi | British |
| Indian | Irish |
| Pakistani | Gypsy or Irish Traveller |
| Chinese | Any other white background |
| Any other Asian background |  |
|  |  |
|  |  |
| **Black or Black British** | **Other Ethnic Group** |
| African | Arabic |
| Caribbean | Any other ethnic background |
| Any other black background |  |
|  |  |
| **Mixed Ethnic Background** | Prefer not to say |
| Asian & White |  |
| Black African & White |  |
| Black Caribbean & White |  |
| Any other mixed ethnic background |  |

|  |  |  |
| --- | --- | --- |
| **4. Gender** | Female | Male |

Do you identify as transgender? For the purpose of this question ‘transgender’ is defined as an individual who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex.

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

|  |  |  |  |
| --- | --- | --- | --- |
| **5. Religion / Faith** | Buddhist | Christian | |
|  | Hindu | Jewish | |
|  | Muslim | Sikh | |
|  | None | Other religion / faith | |
|  | Prefer not to say | |  |

|  |  |  |
| --- | --- | --- |
| **6. Sexual orientation** | Bisexual | Gay man |
|  | Gay woman / lesbian | Heterosexual / straight |
|  | Other | Prefer not to say |

**Thank you for your co-operation**