

**Lincolnshire Police**

**Chief Constable**

**Equality & Diversity**

**Monitoring Form**

**EQUALITY, DIVERSITY AND INCLUSION**

The Office of the Police and Crime Commissioner for Lincolnshire and Lincolnshire Police are equal opportunities employers who aim to be recognised both locally and nationally as organisations that people choose to work for because of their reputation for treating people fairly, respectfully and without discrimination. The Office of the Police and Crime Commissioner for Lincolnshire want to create an inclusive organisational culture where people of all backgrounds and experience feel appreciated and valued. Both organisations are committed to achieving equality of opportunity in service delivery and employment.

All people who access services, members of the public, job applicants and employees will be treated fairly and without discrimination. The Office of the Police and Crime Commissioner for Lincolnshire and Lincolnshire Police will fulfil their legal obligations and responsibilities to monitor the impact of our recruitment and selection processes to:

* Maintain, promote and advance equality of opportunity of people who share a protected characteristic and those who do not;
* Eliminate discrimination, harassment and victimisation; and
* Foster good relations between different people when carrying out their activities.

The Office of the Police and Crime Commissioner for Lincolnshire and Lincolnshire Police aim to increase the extent that our workforce is representative of the community we serve. All staff will have the opportunity to progress and develop so that this representation is reflected at all levels and across all areas of our organisations. We aim to select the best person for the job and all recruitment and promotion decisions will be made objectively based on the principles of merit, fairness and openness.

The information you provide on the attached form is for monitoring purposes only and will be treated in the strictest confidence. It will be recorded and processed on the Office’s Human Resources database in accordance with the Data Protection Act (DPA) 2018 and General Data Protection Regulation (GDPR) and principles contained therein.

The personal information provided forms no part of the selection decision. The Equality and Diversity Monitoring Form will be detached from your application form on receipt. We would appreciate if you could complete the form and return it to:

Malcolm Burch

Chief Executive

Office of the Police and Crime Commissioner for Lincolnshire

Deepdale Lane

Nettleham

Lincolnshire

LN2 2LT

Alternatively, it can be attached to an e-mail and sent to:

Malcolm.Burch@lincs.pnn.police.uk

The monitoring form should be received no later than **12 noon on Friday 21 August 2020**.

**EQUALITY & DIVERSITY MONITORING FORM**

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| --- | --- |
| **1. Name:**     **2. Date of Birth:**      **3. Sex:** [ ]  Female [ ]  Male**4. Marital / Civil Partnership Status:** [ ]  Registered Civil Partnership[ ]  Cohabiting/partnered[ ]  Divorced[ ]  Dissolved Civil Partnership[ ]  Married[ ]  Separated[ ]  Single[ ]  Widowed[ ]  Prefer not to say**5. Dependants / Caring Responsibilities****Do you have personal responsibility for the care of:** [ ]  A child or children[ ]  A person or persons with a disability[ ]  An elderly person or persons[ ]  None [ ]  Other (please specify)     **6. Disability**Under the Disability Discrimination Act 1995 a person is deemed to be a disabled person if he or she has a physical or mental impairment which has a substantial and long- term adverse impact on his or her ability to carry out normal day-to-day activities.**Do you consider that you are a disabled person?** [ ]  Yes[ ]  No | **7. Ethnic Origin:****How would you best describe your ethnic origin?**[ ]  Asian/Asian British - Bangladeshi[ ]  Asian/Asian British - Indian[ ]  Asian/Asian British - Pakistani[ ]  Asian/Asian British - Any other Asian background (please state)      [ ]  Black/Black British – Africa[ ]  Black/Black British - Caribbean[ ]  Black/Black British - Any other black background (please state)      [ ]  Chinese[ ]  Mixed - White and Black African[ ]  Mixed - White and Black Caribbean[ ]  Mixed - White and Asian[ ]  Mixed - Any other mixed background(please state)      [ ]  White - British [ ]  White - English[ ]  White - Scottish[ ]  White - Welsh[ ]  White - Irish[ ]  White - Other White Background(please state)      [ ]  Other Ethnic Background (please specify)**8. Sexual Orientation:**[ ]  Bisexual [ ]  Gay/Lesbian[ ]  Heterosexual[ ]  Other (please specify)     [ ]  Prefer not to say**A close up of a card  Description generated with high confidence** |

Please complete / tick the appropriate boxes below: