

Equal Opportunities Form



The Police Service is proud to be an equal opportunities organisation. We believe that every member of our policing community deserves to work in a fair and inclusive environment. We are determined to ensure that:

- Our workforce reflects the diverse society which it serves, and that the working environment is free from any form of discrimination, victimisation or harassment;
- No job applicant or employee is treated more or less favourably on the grounds of age, disability, ethnicity, gender reassignment, marriage, sex, sexual orientation, pregnancy or religion or belief.
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You can help us achieve this by sharing information about you. With your help, we can build data that accurately reflects recruitment diversity and shapes the future planning of our diversity, equality and inclusion work.

Completion of this form is mandatory and must be submitted as part of your application form. Please note, you have the right to select 'Prefer Not to Say' where this is an option.

The information supplied will be treated in the strictest confidence and will not affect your job application in any way. It will be detached from your application on receipt.

1. Personal Details

Name	
DOB & Current Age	

(Internal candidates only) The information that you provide on this form will be used by the Talent & Resourcing Team to update your Origin record if required.

Do you consent for your data to be updated?

Yes ☐
No ☐

2. Disability

A disability is defined as below:

‘(A) Disability is a physical or mental impairment, which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities. This includes progressive and long-term conditions from the point of

**WEST MERCIA
POLICE**

Do you consider yourself to have a disability according to the definition above?

Yes ☐	No ☐	Prefer not to Say ☐
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Yes ☐	No ☐
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[illegible]

3. Marriage and Civil Partnership

Married	☐
In a civil partnership	☐
Not married or in a civil partnership	☐
Single	☐
Prefer not to say	☐

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4. Pregnancy and Maternity Leave

Are you pregnant, currently on or returning from maternity/ paternity/ adoption leave?

Yes ☐	No ☐	Prefer not to say ☐
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If you ticked 'Yes' to the above, please answer the following question:

Pregnant ☐	On maternity or paternity or adoption leave ☐	Returning from maternity or paternity or adoption leave ☐
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5. Race

Please choose one option that best describes your ethnic group or background.

White – English/Welsh/Scottish/Northern Irish/British	☐
White – Irish	☐
White – Gypsy or Irish Traveller	☐
White – Any other White background	☐
Mixed – Asian and White	☐
Mixed – Black African and White	☐
Mixed – Black Caribbean and White	☐
Mixed – Any other mixed background	☐
Asian or Asian British – Indian	☐
Asian or Asian British – Pakistani	☐
Asian or Asian British – Bangladeshi	☐
Asian or Asian British – Chinese	☐
Asian or Asian British – Any other ethnic background	☐
Black or Black British – African	☐
Black or Black British – Caribbean	☐
Black or Black British – Any other black background	☐
Other ethnic group – Arab	☐
Other ethnic group – Any other ethnic background	☐
Prefer Not To Say	☐

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6. Religion or Belief

What is your religion or belief?

No religion	☐
Buddhist	☐
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	☐
Hindu	☐
Jewish	☐
Muslim	☐
Sikh	☐
Any other religion	☐
Prefer Not To Say	☐

7. Sex

Which of the following options best describes your sex?

Please tick one option.

Male	☐
Female	☐
Intersex	☐
Other (Please State) _____	☐
Prefer Not To Say	☐

8. Gender Identity

What best describes your gender?

Please tick one option.

Female	☐
Male	☐
Prefer to Self-Describe	☐
Prefer not to say	☐
If you selected 'Prefer to Self-Describe' and wish to provide further information, please do so here: _____ _____	

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Is your gender identity the same as the sex you were assigned at birth?

Yes	☐
No	☐
Prefer Not To Say	☐

9. Sexual Orientation

What is your sexual orientation?

Bisexual	☐
Gay/ Lesbian	☐
Heterosexual	☐
Prefer to Self-Describe	☐
Prefer not to say	☐
If you selected 'Prefer to Self-Describe' and wish to provide further information, please do so here: _____ _____	