**Equality Monitoring Form**

*The Isle of Wight Council wants to meet the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010 and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.*

*The organisation needs your help and co-operation to enable it to do this, but completing this form is voluntary. The information collected will remain confidential and will be used for monitoring purposes only.*

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| --- | --- |
| **Gender** | Choose an item. |
| *In alignment with current requirements for gender pay gap reporting, gender must be reported in a binary way, recognising only men and women. This means the gap does not take into account non-binary or other identities. The data used for the calculation comes from His Majesty’s Revenue and Customs (HMRC) records, which we acknowledge won’t have an accurate record of gender for many trans and non-binary people. The Isle of Wight Council is an inclusive organisation; for the purpose of this report, we have used the terms ‘gender’, ‘men’ and ‘women’, although we understand that, for some, this will be referring to your biological sex.*  |
| **Gender Identification** | Choose an item. |
| *Gender identity refers to a person's sense of their own gender, whether male, female or another category such as non-binary. This may or may not be the same as your biological sex registered at birth.* |
|  |
| **Age** | Choose an item. |
| **Date of Birth:** |  |
| Day |  |
| Month |  |
| Year |  |
|  |
| **Ethnicity** | Choose an item. |
| **Nationality** | Choose an item. |
| **Religion / Belief** | Choose an item. |
| **Sexual Orientation** | Choose an item. |
|  |
| **Disability:** |  |
| Do you consider yourself as Disabled under the Equality Act 2010? | Choose an item. |
| *Please see further guidance on disability definition in relation to the Equality Act 2010* [*here.*](https://www.gov.uk/definition-of-disability-under-equality-act-2010) |