**Equal Opportunities Recruitment Form**

IEEP UK strives to be an equal opportunities employer; and not to discriminate against people on the basis of personal characteristics or background. We see diversity as a strength and something to celebrate. We would like everyone to feel welcome, to feel confident to apply for suitable opportunities, and to find ways to participate.

We are proactively working on a range of actions to improve representation of diversity on IEEP UK’s team of staff and trustees. It is a fundamental principle of all our policies that all people are equally valued regardless of their race, colour, nationality, ethnic origin, national origin, religion, belief, gender, marital/civil partner status, sexual orientation, age, disability, and part/fixed-term employment status.

We ask you to return this form to us as part of our job application process, even if you choose to leave some parts blank. This will help us in ensuring that individuals are selected and treated on the basis of merit and abilities, that no unfair or unlawful discrimination takes place, and that we are holding ourselves to account. Thank you. And good luck with your application.

\*Required

1. Please state your name:

2. Please state the job you are applying for:

3. How did you hear about this vacancy?

IEEP UK website/newsletter

Environment Job

Roots to Work

Other websites
LinkedIn

X (Twitter)

Instagram

Word of mouth

4. I declare that I have a disability and would like my application to be considered as part of IEEP UK’s Disability Confident scheme

As part of our proactive approach to diversifying our staff team, if you as a job applicant voluntarily let us know that you have a disability and that you are happy to be considered under the Disability Confident scheme, and if you meet the essential criteria for the role, then you will have an enhanced chance of gaining an interview. You do not have to tell us this information. Fill in the details below if you wish to be considered in this way.

Yes

No

5. Do you require any adjustments or have any accessibility requirements for attending an interview online? If yes, please state requirements below.

6. I declare that I am a Black person or a Person of Colour and would like my application to be considered as part of IEEP UK’s Ethnicity Confident scheme

As part of our proactive approach to diversifying our staff team, IEEP UK has developed and adopted an Ethnicity Confident scheme. This means that if you as a job applicant voluntarily let us know that you are a Black person or a Person of Colour, and that you are happy to be considered under the Ethnicity Confident scheme, and if you meet the essential criteria for the role, then you will have an enhanced chance of gaining an interview. You do not have to tell us this information. Fill in the boxes below if you wish to be considered in this way.

Yes

No

7. Please select your gender:

Woman

Man

Non-binary

Prefer not to say

8. Please select your age bracket:

16-24

25-34

35-44

45-54

55-64

65-74

75+

9. Do you consider yourself to have a disability?

Yes

No

Prefer not to say

10. Please select your sexual orientation:

Bisexual

Heterosexual

Homosexual/Gay Man

Homosexual/Gay Woman/Lesbian

Queer

Prefer not to say

Other

11. Please select the religion/belief that describes you best:

Buddhist

Christian

Hindu

Jewish

Muslim

Sikh

No religion/belief

Prefer not to say

Other

12. Please state your country of birth:

13. Please state your nationality:

14. Please select your ethnic origin:

Ethnic origin questions are not about nationality, place of birth or citizenship. They are concerned with colour and broad ethnic group.  UK citizens can belong to any of the groups indicated. *This list is not exhaustive, so please specify if your ethnic origin is not listed.*

Asian or Asian British - Indian

Asian or Asian British - Pakistani

Asian or Asian British - Bangladeshi

Asian or Asian British - Other Asian Origin

Black or Black British - Caribbean

Black or Black British - African

Black or Black British - Other Black Origin

Mixed Heritage - White & Black Caribbean

Mixed Heritage - White & Black African

Mixed Heritage - White & Asian

Mixed Heritage - Other Mixed Origin

Other Ethnic Groups - Chinese

Other Ethnic Groups - Japanese

Other Ethnic Groups - Other

White - British

White - English

White - Irish

White - Welsh

White - Scottish

White - Other

Prefer not to say
Other