Diversity monitoring form

We are committed to diversity in the Chartered Accountancy profession and at ICAEW. We believe the profession, and our own organisation, does best when it reflects the society we serve.

ICAEW values and respects diversity and strives in all its activities to take account of and reflect the interests of all the people it serves. To enable us to promote this, we need to monitor and understand the background of the people who populate both our workforce and governance structure to ensure that our decisions, policies and practices are inclusive. Further information on our diversity and inclusion policy can be found here <https://www.icaew.com/about-icaew/diversity-and-icaew>

To help ICAEW promote equality of opportunity for all, please answer the questions below. We have asked for your name so we can monitor applications at appointment as well as application stage. ICAEW guarantees that this form will only be used for the purpose of monitoring the effectiveness of its Equality, Diversity & Inclusion Policy. It will be used simply to provide a statistical profile of the applicants for each committee role.

Thank you for your assistance.

|  |  |
| --- | --- |
| Name |  |
| Name of Committee/ Role applied for | \*Chair/Vice Chair/Member (\*delete as appropriate) |
| Country of residence |  |
| If ICAEW member, please state your primary district society/constituency |  |

### 1. Gender − please circle as appropriate:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Male | Female | Transgender | Prefer not to say | Prefer to self-describe: |

### 2. Age group − please circle as appropriate:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 16-19 | 20-24 | 25-34 | 35-49 | 50+ | Prefer not to say |

### 3. Ethnic origin − please tick appropriate box:

|  |  |  |  |
| --- | --- | --- | --- |
| White – British  |   | Black or Black British – Other  |   |
| White − Irish  |   | Asian or Asian British − Indian  |   |
| White − Other  |   | Asian or Asian British − Pakistani  |   |
| Mixed – White and Black Caribbean  |   | Asian or Asian British − Bangladeshi  |   |
| Mixed − White and Black African  |   | Asian or British − other  |   |
| Mixed – White and Asian  |   | Chinese or Chinese British  |   |
| Black or Black British − African  |  | Other Oriental Group  |   |
| Black or Black British − Caribbean  |   | Any other ethnic background not included above  |   |
| Prefer not to say |  |

### 4. Do you have a disability? – please circle as appropriate:

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

If yes, please state disability: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Information provided by individuals for monitoring purposes will be used only for these purposes and will be dealt with in accordance with the General Data Protection Regulation.

I give my consent to ICAEW processing the data supplied in this form to monitor equal opportunities in recruitment and selection and, if relevant, employment within the organisation. I acknowledge that my application will be treated the same regardless of whether or not I complete this form. I understand that I may withdraw my consent to the processing of this data at any time by notifying the Chief Executive’s office.

**Signature: Date:**

**Data protection:** ICAEW treats personal data collected for reviewing equality of opportunity in recruitment, selection and, if relevant, employment in accordance with its data protection policy. Information about how your data is used and the basis for processing is provided in the organisation’s job applicant privacy notice <https://www.icaew.com/icaew-policies/job-application-privacy-notice>