

Town and Country Planning Association

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 [www.tcpa.org.uk](http://www.tcpa.org.uk)

**Diversity Monitoring Questionnaire**

The TCPA (Town and Country Planning Association) embeds social justice in all its activities and promotes diversity, inclusion and representation within the Association. A statement setting out the TCPA’s commitment to diversity and inclusion can be found here: tcpa.org.uk/diversity-and-inclusion-vision-statement

**The purpose of this questionnaire**

The TCPA wants to ensure that the job opportunities it advertises are seen by, and are welcoming to, as wide a range of people as possible. To help us monitor whether we are achieving this we ask everyone who applies for a job at the TCPA to complete this form. You do not have to answer the questions and if you choose not to your job application will not be affected.

**How the information will be used**

The information supplied on this form will not be seen by the people involved in shortlisting, interviewing or appointing a candidate to the role. The responses from all candidates will be compiled into one anonymous report helping us understand how effective we are at attracting applications from different parts of the population. The original forms will be destroyed.

**What we ask**

In line with guidance from the Equality and Human Rights Commission[[1]](#footnote-2), the questions are based on the protected characteristics set out in the Equality Act (2010). In addition, we ask a question about gender identity.

**Please complete the following:**

**Which role are you applying for?**

Click or tap here to enter text.

**Age:**

[ ]  29 or under

[ ]  30-39

[ ]  40-49

[ ]  50-59

[ ]  60-69

[ ]  70+

☐ Prefer not to say

**Disability:**

*The Equality Act (2010) defines a person with a disability as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.*

[ ] Yes

[ ] No

[ ] Prefer not to say

**Sex:**

[ ] Male

[ ] Female

[ ] Prefer not to say

**Gender reassignment:**

*Do you have a gender recognition certificate?*

[ ] Yes

[ ] No

[ ] Prefer not to say

**Gender identity:**

[ ] Female

[ ] Male

[ ] Non binary

[ ] Other

[ ] No gender identity

[ ] Prefer not to say

**Sexual orientation:**

[ ] Heterosexual

[ ] Homosexual

☐Lesbian

☐Bisexual

[ ] Other

[ ] Prefer not to say

**Marriage and civil partnership:**

*Are you married or in a civil partnership?*

[ ] Yes

[ ] No

[ ] Prefer not to say

**Pregnancy and maternity:**

*Are you pregnant or on maternity leave?*

[ ] Yes

[ ] No

[ ] Prefer not to say

**Religion or belief:**

*Which of these do you most identify with?*

[ ] Agnosticism

[ ] Atheism

[ ] Buddhism

[ ] Christianity

[ ] Hinduism

[ ] Islam

[ ] Judaism

[ ] Sikhism

[ ] Other religion or belief

[ ] None

[ ] Prefer not to say

**Ethnic background:**

*Which of the following do you most identify with?*

[ ] White British

[ ] White Irish

[ ] White other

[ ] White and black Caribbean

[ ] White and black African

[ ] White and Asian

[ ] Black Caribbean

[ ] Black African

[ ] Gypsy or Traveller

[ ] Indian

[ ] Pakistani

[ ] Bangladeshi

[ ] Chinese

[ ] None of the above

[ ] Prefer not to say

1. ‘Good equality practice for employers: equality policies, equality training and monitoring.’ [↑](#footnote-ref-2)