

At Futures we care about our people. Well-being, Equity, Diversity and Inclusion along with Sustainability are all at the forefront of our daily working lives. We continually monitor the fairness of our recruitment processes and diversity of our applicants. As part of this we're asking for your assistance in providing the following information. We'll only use this data as a People Team to help us to understand how effective our processes are and importantly, to learn if there's more we can be doing on our journey to be a truly diverse employer. Should you choose to take part your data will be anonymised and will not be a visible part of our recruitment and selection process.

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| Age | 16-19 20-29 30-39 40-49 50-59 60-64 65+ Prefer not to say |
| Gender Identity | Male Female Non-Binary Other Gender Identity Prefer not to say |
| Is the gender you identify with the same as your sex registered at birth? | Yes No Prefer not to say |
| Religion | Buddhist Christian (inc C of E, Catholic, Protestant & all) Hindu |

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| | <p>Jewish</p> <p>Muslim</p> <p>Sikh</p> <p>No Religion</p> <p>Other</p> <p>Prefer not to say</p> |
| Ethnicity | <p>White British</p> <p>White-Irish</p> <p>White-Gypsy or Irish Traveller</p> <p>White-Other</p> <p>White & Black Caribbean</p> <p>White & Black African</p> <p>Mixed/Multiple - White and Asian</p> <p>Mixed-Other</p> <p>Indian</p> <p>Pakistani</p> <p>Bangladeshi</p> <p>Asian-Other</p> <p>Caribbean</p> <p>African</p> <p>Black-Other</p> <p>Chinese</p> <p>Chinese-Other</p> <p>Other ethnic group - Arab</p> <p>Any other ethnic group</p> <p>Prefer not to say</p> |
| Sexual Orientation | <p>Gay or Lesbian</p> <p>Heterosexual/Sexual</p> |

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|---|---|
| | <p>Bisexual</p> <p>Prefer not to say</p> |
| <p>The Equality Act 2010 protects people with a disability who have 'a physical or mental impairment, which has a substantial long term, adverse effect on their ability to carry out normal day-to-day activities'. Long-term means 12 months or more.</p> <p>(Please note this data is for monitoring purposes only. If you have any requirements as part of the recruitment process please contact fhggovernance@futureshg.co.uk)</p> | |
| <p>Do you consider yourself to have a disability according to the definition in the Equality Act?</p> | <p>Yes</p> <p>No</p> <p>Prefer not to say</p> |