

**Monitoring Form**

**ICOS Equality and Diversity Monitoring Form**

**Purpose:**  
ICOS is committed to promoting equality, diversity and inclusion in all areas of our work. This form helps us monitor the diversity of those we engage with and ensure that no individual is treated unfairly because of a protected characteristic under the **Equality Act 2010**.

All information provided will be treated in strict confidence and stored securely in accordance with the **UK General Data Protection Regulation (UK GDPR) 2018**. It will only be used for monitoring purposes and will not affect your involvement with ICOS.

**1. Gender**

☐ Male  
☐ Female  
☐ Non-binary  
☐ Another gender identity (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
☐ Prefer not to say

**2. Gender Identity**

Do you identify with the gender you were assigned at birth?  
☐ Yes  
☐ No  
☐ Prefer not to say

If no, please describe how you identify (optional): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**3. Sexual Orientation**

☐ Heterosexual / Straight  
☐ Gay / Lesbian  
☐ Bisexual  
☐ Asexual  
☐ Pansexual  
☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
☐ Prefer not to say

**4. Age Group**

☐ Under 16  
☐ 16–24  
☐ 25–34  
☐ 35–44  
☐ 45–54  
☐ 55–64  
☐ 65 and over  
☐ Prefer not to say

**5. Marital or Civil Partnership Status**

☐ Single  
☐ Married / Civil Partnership  
☐ Divorced / Dissolved Partnership  
☐ Separated  
☐ Widowed  
☐ Prefer not to say

**6. Ethnic Background**

Please select the category that best describes your ethnic background:

**White**  
☐ English / Welsh / Scottish / Northern Irish / British  
☐ Irish  
☐ Gypsy or Irish Traveller  
☐ Any other White background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Mixed / Multiple ethnic groups**  
☐ White and Black Caribbean  
☐ White and Black African  
☐ White and Asian  
☐ Any other Mixed background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Asian / Asian British**  
☐ Indian  
☐ Pakistani  
☐ Bangladeshi  
☐ Chinese  
☐ Any other Asian background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Black / African / Caribbean / Black British**  
☐ African  
☐ Caribbean  
☐ Any other Black background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Other ethnic group**  
☐ Arab  
☐ Any other ethnic background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
☐ Prefer not to say

**7. Disability**

Under the **Equality Act 2010**, a disability is a physical or mental impairment that has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities.

Do you consider yourself to have a disability?  
☐ Yes  
☐ No  
☐ Prefer not to say

If yes, please indicate the nature of your disability (optional):

**8. Employment / Education Status**

☐ Employed full-time  
☐ Employed part-time  
☐ Self-employed  
☐ Zero-hours contract  
☐ Volunteer  
☐ In education or training  
☐ Homemaker  
☐ Retired  
☐ Unemployed  
☐ Prefer not to say

**International Community of Sunderland, Arrow Business Centre,14 Foyle Street,**  
**Sunderland, Tyne and Wear**  
**SR1 1LE**