

YoungMinds Diversity self-identification form

**About you:-**

**Why are we asking you to share your personal information?**

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| --- |
| Young Minds want to make sure that everyone feels welcome, supported and able to succeed within the organisation:By answering these questions you will help us:1. Understand the demographics represented at YoungMinds
2. Make informed decisions around policies, culture and working environment to prevent discrimination based on socio-economic background, any characteristic (age, disability, race and heritage, religion and belief sex, gender, gender identity, sexual orientation) and to promote inclusion.
3. Strengthen organisational accountability for fair and equitable treatment of employees, and to prevent harm caused by direct and/or indirect discrimination, harassment and victimisation.

We ask questions to collect overall statistical information – not to pinpoint individuals. It helps us understand which groups are underrepresented in our workforce and whether all groups’ needs are met.Your information is safe. We will ensure that your information is stored safely and responsibly. |

**Age**

1. **Which category below includes your age? (please tick)**
* **17 or younger**
* **18-24**
* **25-34**
* **35-44**
* **45-54**
* **55-64**
* **65 or older**
* **Prefer not to say**

**Experience of care**

1. **Do you have experience of the care system or living in care?**
* Yes
* No
* Prefer not to say

**Disability**

# Are your day-to-day activities limited because of any physical or mental health conditions or disability (visible/non easily visible) which have lasted, or will last, at least 12 months?

* Yes
* No
* Prefer not to say

# If yes, how would you describe your Disability and any affects it has on you?

# ………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

* Prefer not to say
1. **How would you describe your mental health?**
* I have a mental health condition
* I have had a mental health condition in the past
* I have a fluctuating mental health condition
* I don’t have a mental health condition
* Other/self-describe – (text box pop up)
1. **Are you currently struggling with your mental health?**
* Yes
* No
* Not sure
* Prefer not to say

**Sex and Gender**

If your sex/gender is not represented below, you have the option to self-identify. We will update categories to reflect this for any future diversity monitoring.

# How do you identify your gender? (DROP DOWN LIST)

* Female
* Male
* Non-binary
* Other (please specify)\_(pop up text box)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# Do you identify as trans?

‘Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.’

# Yes

# No

# I prefer not to say

# Marriage and Civil partnership

# How would you describe your legal marital or civil partnership status?

* Cohabiting
* Divorced
* In a civil partnership
* Married
* Separated
* Single
* Widowed
* Prefer to self-identify
* Prefer not to say

# Religion or belief

# What religion is part of your culture/identity?

* No religion
* Christian (including Church of England, Catholic, Protestant

and all other Christian denominations)

* Buddhist
* Hindu
* Jewish
* Muslim
* Sikh
* Any other religion, please describe (pop up text box)
* Prefer not to say
1. **Are you actively practicing your religion?**
* Yes
* No
* Prefer not to say

**Race & Ethnicity**

# How would you describe your Nationality?

* English
* Welsh
* Scottish
* Irish
* Northern Irish
* British
* Other (please specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# How would you best describe your Ethnicity?

|  |
| --- |
| If your ethnicity is not represented below, you have the option to self-identify. We will update categories to reflect this for any future diversity monitoring  |

*A: Arab or Arab British*

* A1: Egyptian
* A2: Iraqi
* A3: Jordanian
* A4: Lebanese
* A5: North African
* A6: Saudi Arabian
* A7: Syrian
* A8: Yemeni
* A9: not listed/prefer to self-identify (text box pops up)

*AS: Asian or British Asian*

* AS1: Indian
* AS2: Pakistani
* AS3: Bangladeshi
* AS4: Sri Lankan
* AS5: Nepalese
* AS6: Chinese
* AS7: not listed/prefer to self-identify (text box pops up)

*B: Black or Black British*

* B1: African
* B2: Caribbean
* B3: Afro Caribbean
* B4: not listed/prefer to self-identify (text box pops up)

*L: Latin American or UK Latin American*

* L1: Latin American
* L2: not listed/prefer to self-identify (text box pops up)

*W: White*

* W1: Welsh/ English/ Scottish/ Northern Irish/ British
* W2: Irish
* W3: Gypsy/ Roma/ Irish Traveller
* W4: not listed/prefer to self-identify (text box pops up)

*M:Mixed/Multiple ethnic groups*

Using the codes above, how would you best describe your ethnicity?

|  |  |  |  |
| --- | --- | --- | --- |
| A1 | A2 | A3 | A4 |
| A5 | A6 | A7 | A8 |
| A9 | AS1 | AS2 | AS3 |
| AS4 | AS5 | AS6 | AS7 |
| B1 | B2 | B3 | B4 |
| L1 | L2 | W1 | W2 |
| W3 | W4 |  |  |

Any other ethnic group: (text box pops up)

1. **What is your first spoken language? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
2. **Do you speak any other languages fluently?**
* No
* Yes – (List in order of fluency)

**Sexual Orientation**

If your sexual orientation is not represented below, you have the option to self-identify. We will update categories to reflect this for any future diversity monitoring.

# Which of the following options best describes your sexual orientation?

*Asexual is a spectrum. Somebody who is asexual does not experience sexual attraction to anyone.*

*Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities*.’

* Asexual/Ace
* Bisexual
* Gay/lesbian
* Heterosexual/straight
* Prefer to write my own answer
* Prefer not to say

**Caring Responsibilities**

# Are you a parent, guardian or foster carer for a child under the age of 18?

* Yes
* No

# Do you look after, or give any help or support to family members, friends or others because of either long-term physical/mental ill-health disability, or problems related to old age?

* No
* Yes, 1-19 hours a week
* Yes, 20-49 hours a week
* Yes, 50 or more hours a week
* Prefer not to say

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**Socio-Economic background**

# What type of school did you mainly attend between the ages of 11 and 16?

* State-run or state-funded school - selective on academic, faith or other grounds
* State-run or state-funded school - non-selective (for example a comprehensive school)
* Independent or fee-paying school – bursary
* Independent or fee-paying school - no bursary
* Special educational needs and disabilities (SEND) school
* Attended school outside the UK
* Don’t know
* Prefer not to say
* Other (please specify):

# What was the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?

* At least one has a degree level qualification
* Qualifications below degree level
* No formal qualifications
* Don’t know
* Not applicable
* Prefer not to say
* Other (please specify):

# What is the highest level of qualifications you have achieved?

* A degree level qualification
* Qualifications below degree level
* No formal qualifications
* Don’t know
* Not applicable
* Prefer not to say
* Other (please specify):
1. **When you were age fourteen, which of these best describes where you lived?**
* Housing that was bought with mortgage/loan
* Housing that was owned outright
* Privately rented housing
* Social housing
* Other (please specify):

**Thank you for taking the time to complete this form**