# Icon Internship Equality & Diversity

Icon is committed to promoting a work and learning environment free from discrimination and to advancing equality of opportunity for all its staff, members and interns. To monitor our policies and practice and comply with the Equality Act (2010) we request that all applicants complete this section. Icon monitors applications it receives by age, gender and gender identity, ethnicity, religion or belief, disability and nationality. The information collected will be kept strictly confidential. It will be stored separately from your application and will not be available to anyone involved in the recruitment process.

Any information you provide here will be used for monitoring purpose only – if you need a ‘reasonable adjustment’, please complete the form available on the Icon Website.

Give your application a file name according to the format <ED, Surname, Forename Reference Number>. Please note that forms will not be shared with any member of the shortlisting panel.

**Age**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 16-24 |  | 25-29 |  | 30-34 |  | 35-39 |  | 40-44 |  | 45-49 |  | 50-54 |  |
| 55-59 |  | 60-64 |  | 65+ |  | Prefer not to say |  |

**Gender**

|  |  |
| --- | --- |
| Female |  |
| Male |  |
| Intersex |  |
| Non-binary |  |
| Prefer not to say |  |
| If you prefer to use your own gender identify, please write in: |  |

Is the gender you identify with the same as your gender registered at birth?

|  |  |
| --- | --- |
| Female |  |
| Male |  |
| Prefer not to say |  |

**Ethnicity**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

***White***

|  |  |
| --- | --- |
| English / Welsh / Scottish / Northern Irish / British  |  |
| Irish |  |
| Gypsy or Irish Traveller |  |
| Any other White background, please describe: |  |

***Mixed / Multiple ethnic groups***

|  |  |
| --- | --- |
| White & Black Caribbean |  |
| White & Black African |  |
| White and Asian |  |
| Any other Mixed / Multiple ethnic background, please describe: |  |

***Asian / Asian British***

|  |  |
| --- | --- |
| Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Chinese |  |
| Any other Asian background, please describe: |  |

***Black / African / Caribbean / Black British***

|  |  |
| --- | --- |
| African |  |
| Caribbean |  |
| Any other Black / African / Caribbean background, please describe: |  |

***Other ethnic group***

|  |  |
| --- | --- |
| Arab |  |
| Any other ethnic group, please describe: |  |

**Do you consider yourself to have a disability or health condition?**

Any information you provide here will be used for monitoring purpose only – if you need a ‘reasonable adjustment’, please contact the Accreditation Manager.

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

**Sexual orientation**

|  |  |
| --- | --- |
| Heterosexual |  |
| Gay |  |
| Lesbian |  |
| Bisexual |  |
| Asexual |  |
| Pansexual |  |
| Undecided |  |
| Prefer to not say |  |
| If you prefer to use your own identify, please write in: |  |

**Religion or belief**

|  |  |
| --- | --- |
| Non religion or belief |  |
| Buddhist |  |
| Christian |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| Prefer not to say |  |
| If other religion or belief, please write in: |  |