

Kingston First Equality and Diversity Monitoring Form 2026

Kingston First wants to meet the aims and commitments set out in our equality and diversity policy. Please complete this form to help us understand the diversity of our recruitment.

Completing this form is voluntary. The information provided will be kept confidential and not shared with the hiring manager or used in recruitment decisions.

What is your age?

- 19 or under
 - 20 to 29
 - 30 to 39
 - 40 to 49
 - 50 to 59
 - 60 to 69
 - 70+
 - Prefer not to say
-

Do you have a disability, impairment or health condition which affects your day-to-day activities?

The information in this form is for monitoring purposes only. If you believe you need a reasonable adjustment, then please discuss this with your manager/ the manager running the recruitment process.

- Yes
 - No
 - Prefer not to say
-

What is your ethnicity?

This may be different to your nationality, place of birth or citizenship.

Asian or Asian British

- Asian British
- Bangladeshi
- Chinese
- Indian
- Pakistani
- Another Asian background, please specify: _____

Black, African, Caribbean or Black British

- African
 - Black British
 - Caribbean
 - Another Black, African or Caribbean background, please specify: _____
-

Mixed or Multiple ethnic groups

- Asian and White
- Black African and White
- Black Caribbean and White
- Another Mixed or Multiple ethnic group, please specify: _____

White

- English
- Gypsy or Irish Traveller
- Irish
- Northern Irish
- Scottish
- Welsh
- Other European
- Another White background, please specify: _____

Another ethnic group or Prefer not to say

- Another ethnic group, please specify: _____
 - Prefer not to say
-

What is your religion or belief?

- No religion or belief
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Another religion or belief, please say which: _____
- Prefer not to say

What is your current gender identity?

- Woman
- Man
- Non-binary
- Prefer to self-describe, please specify: _____
- Prefer not to say

Sexual orientation

What is your sexual orientation?

- Asexual
- Bisexual
- Gay
- Heterosexual
- Lesbian
- Pansexual
- Questioning
- Prefer to self-describe, please specify: _____
- Prefer not to say

When you were about 14, what kind of work did the main income earner in your household do?

Please select the closest match

- Modern professional or traditional professional occupation (e.g., teacher, accountant, lawyer, nurse, engineer, etc.)
 - Senior or middle manager or administrator
 - Clerical or intermediate occupation (e.g., secretary, call centre agent)
 - Technical or craft occupation (e.g., plumber, electrician, mechanic)
 - Routine, semi-routine, manual, or service occupation (e.g., retail assistant, care worker, driver)
 - Small business owner who employed less than 25 people
 - Long-term unemployed or never worked
 - Other, please specify: _____
 - Don't know
 - Prefer not to say
-

Which type of school did you mostly attend between the ages of 11-16?

- A state-run or state-funded school
 - Independent or fee-paying school
 - Independent or fee-paying school, with a means tested bursary covering 90% or more of the total cost of attending throughout my time there
 - Attended school outside the UK
 - Home schooling
 - I prefer not to say
-

Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?

- No, neither of my parents attended university
 - Yes, one or both of my parents attended university
 - Do not know / not sure
 - I prefer not to say
-

Do you have any caring responsibilities?

Please tick all that apply

- None
- Primary carer of a child/children (under 18)
- Joint carer of a child/children (under 18)
- Primary carer of someone (over 18)
- Joint carer of someone (over 18)
- Prefer not to say