Diversity Questionnaire for Board & Committee appointments

Private and Confidential

Girlguiding is committed to equal opportunities and our volunteers comprise a broad mix of people from different backgrounds. Diversity is something we value and see as a strength. The Board of Trustees recognises its responsibility to proactively lead and champion diversity and inclusivity throughout Girlguiding. The Board has worked to define how they will deliver on Girlguiding’s ambition for diversity and inclusion in 2023/2024 in alignment with the diversity and inclusion strategic plan objectives. The Board seeks to achieve this through a number of objectives, including actively reviewing demographic data collected on Board diversity; consequently we are keen to monitor the diversity of our volunteers so we can continue to develop and improve our policies and practices. Completion of the form is voluntary, but it is intended to help us understand more clearly who applies for vacancies, and help us to ensure that we are working inclusively.

The information you supply on this form will be kept confidential and will be stored securely. The personal information contained in this form will not be shared with anyone outside the Governance team and has no part in any shortlisting process for current or future recruitment.

Please click & complete the relevant boxes:

1. **My age is:**

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

1. I would describe my ethnic origin as:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Arab or Middle Eastern |  |  | Asian or Asian British |
|  | Arab |  | Bangladeshi |
|  | Other Middle Eastern identity: (specify if you wish) |  | Chinese |
|  | Indian |
|  |  |  | Japanese |
|  | Black or Black British |  | Pakistani |
|  | African |  | South East Asian |
|  | Caribbean |  | Any other Asian or Asian British background: (specify if you wish) |
|  | Any other Black or Black British background (specify if you wish) |  |  |
|  |  |  | White |
|  | Mixed / multi-ethnic |  | White British |
|  | Arab and white |  | White English |
|  | Asian and white |  | White Irish |
|  | Black African and white |  | White Irish Traveller or Gypsy |
|  | Black Caribbean and white |  | White Northern Irish |
|  | Middle Eastern and white |  | White Scottish |
|  | Other mixed or multi-ethnic background:  (specify if you wish) |  | White Welsh |
|  |  |  | Any other white background: (specify if you wish) |
|  |  |  |  |
|  | Any other ethnic group (specify if you wish)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  | Prefer not to say |

1. What best describes your gender?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Man |  | Non-binary |  | Woman |
|  | I use another term (specify if you wish) |  | Unsure |  | Prefer not to say |

1. Are you trans?

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

1. What is your religion or belief?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | No religion or belief (including being agnostic, atheist or humanist) |  | Buddhist |  | Christian (including C of E, Catholic, Protestant and all other Christian denominations) |
|  | Hindu |  | Jewish |  | Muslim |
|  | Sikh |  | Other religion or belief, (specify if you wish) |  | Unsure |
|  | Prefer not to say | | | | |

1. What best describes your sexual orientation?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Ace (including asexual, aromantic, demis and grey-As) |  | Gay / Lesbian |  | Bi (including bisexual, pan, poly, queer and other non-monosexual identities) |
|  | Heterosexual / Straight |  | I use another term: (specify if you wish) |  | Unsure |
|  | Prefer not to say | | | | |

1. Do you consider yourself to have a disability or long-term health condition, learning difference or impairment?

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

If you have answered yes, please indicate the type of impairment / condition which applies to you. We recognise that people may have more than one type of impairment / condition, in which case please mark all that apply.

|  |  |
| --- | --- |
|  | Physical impairment / condition |
|  | Mental health condition |
|  | Learning impairment (disability, difference or difficulty) |
|  | Long-term injury or health condition |
|  | Other… (specify if you wish) |
|  | Prefer not to say |

**---------------------------------------------------------------------------**

|  |  |  |  |
| --- | --- | --- | --- |
| Signed: |  | Date: |  |

Thank you for completing the form.