**LCFC Equality Monitoring**

Candidate Audit Questionnaire

**Strictly confidential – Equality Monitoring**

**Information for Candidates**

Candidate equality monitoring data provides Leicester City Football Club with information about the extent to which we are complying fully with the detailed requirements of our Equality Action Plan, Equality and Diversity Policy, Recruitment Policy, the Equality Act 2010, FA Code and the Premier League Equality Standards. By completing this questionnaire, you are helping us to plan for the future and ensure that the services provided to our candidates and staff are appropriate and relevant.

As part of Leicester City Football Club’s continued commitment towards achieving equality in all areas of our operations, we use data collected via Candidate Equality Monitoring to:

* Establish a strong evidence base for our activities, policies and practices in relation to candidates and staff
* Assess whether our policies and practices are fair and do not disproportionately affect particular groups
* Identify gaps in performance, find new approaches to improve and adopt good practices.

We ask all candidates to complete this form as part of our application process and all respondents are encouraged to answer as many questions as possible.

**Please note: The information you provide on this questionnaire will be treated in confidence.**

As set out above,Leicester City Football Club collects this information for the sole purpose of helping us to ensure we are meeting our obligations under the Equality Act 2010 and to assist us in our ambition to exceed the standards set by the Act as well as our Equality and Diversity Policy, Recruitment Policy and Equality Action Plan. Any information you do provide will not be used for any other purpose.

We will not pass any of the information provided in this form to the Hiring Manager, Recruitment Panel members or any third party. As a Club participating in the Premier League Equality Standard, we may share statistical results from our equality and diversity monitoring with the Premier League. This will always be in confidential, collated form and this questionnaire and your answers or data will never be shared.

Any responses or personal information provided will be processed in line with data protection legislation andLeicester City Football ClubData Protection Policy and Privacy Policy**.** Our Privacy Policy can be requested from HR.

*I have read and understood the information which explains how* Leicester City Football Club *will use any responses I provide in this questionnaire. I acknowledge that this data, in collated form, may be shared with the Premier League.*

*I understand that completion of this questionnaire is required as part of the application process, and that by completing and submitting it I consent to the use of my responses as set out above.*

[ ]  Please tick here to confirm your consent.

If you have any questions about equality monitoring, please contacthrsupport@lcfc.co.uk

Questionnaire

Please tick as appropriate.

1 Which area of the club are you applying to work in?

[ ]  Leicester City Football Club

[ ]  Leicester City in the Community

[ ]  Leicester City Women’s Football Club

[ ]  Prefer not to answer

2 Which of the categories below best describes the level of role you have applied for?

[ ]  Board & senior staff (SMT/SLT)

[ ]  All other employed staff

[ ]  Player (e.g. Mens / Womens / Academy)

[ ]   Playing support staff (e.g. coaches & other direct support staff/all academy staff)

[ ]  Match-day staff (e.g. stewards & catering staff including those employed by a third party)

[ ]  Other, please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[ ]  Prefer not to answer

3 How is the role you have applied for contracted to work at the club or Trust?

[ ]  Full-time

[ ]  Part-time

[ ]  Job-share

[ ]  Flexible working

[ ]  Other, please specify:

[ ]  Prefer not to answer

4 What type of contract have you applied for?

[ ]  Permanent contract

[ ]  Fixed term contract

[ ]  Temp contract

[ ]  Casual/zero hour agreement

[ ]  Other, please specify:

[ ]  Prefer not to answer

5 What best describes your gender:

[ ]  Male

[ ]  Female

[ ]  I use another term (for example non-binary) please specify:

­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[ ]  Prefer not to answer

6 What is your age?

[ ]  16 – 24

[ ]  25 – 34

[ ]  35 – 44

[ ]  45 – 54

[ ]  55 – 64

[ ]  65 – 74

[ ]  75+

[ ]  Prefer not to answer

7 What best describes your sexual orientation?
(recommended for over 18s only)

[ ]  Bisexual

[ ]  Gay man

[ ]  Gay woman/lesbian

[ ]  Heterosexual

[ ]  Other, please specify:

 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[ ]  Prefer not to answer

8 Do you consider yourself to be 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. (recommended for over 18s only)

[ ]  **Yes**

[ ]  **No**

[ ]  **Prefer not to answer**

9 Disability and impairment

Equality Act 2010 definition of disability

Under the Equality Act 2010, a person is considered to have a disability 'if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities’. ‘Substantial' is defined by the Act as 'more than minor or trivial'. An impairment is considered to have a long-term effect if:

* it has lasted for at least 12 months
* it is likely to last for at least 12 months, or
* it is likely to last for the rest of the person’s life.

Normal day-to-day activities are not defined in the Act, but in general they are things people do on a regular or daily basis, for example eating, washing, walking, reading, writing or having a conversation.  Only serious visual impairments are covered (for example) and do not include those corrected by the use of prescription lenses.

Do you consider yourself to have a disability or impairment?

[ ]  Yes

[ ]  No

[ ]  Prefer not to answer

If yes, how would you describe your impairment? Please tick all the boxes that apply to you.

[ ]  Hearing impairment (deaf or hard of hearing)

[ ]  Visual impairment (blind or partially-sighted)

[ ]  Physical impairment – ambulant (I do not use a wheelchair)

[ ]  Physical impairment – wheelchair user

[ ]  Learning impairment/disability (e.g. Down’s Syndrome, etc.)

[ ]  Learning difficulty (e.g. movement co-ordination difficulty (Dyspraxia), Dyslexia, etc.)

[ ]  Social/communication impairment (e.g. autistic spectrum disorder, Asperger’s syndrome, etc.)

[ ]  Long term illness (e.g. cancer, HIV+, etc.)

[ ]  Mental health condition (e.g. depression, schizophrenia, etc.)

[ ]  Other, please specify:

[ ]  Prefer not to answer

10 What is your ethnic group?

Please choose from one category A-E then tick one box only.

**A White**

[ ]  Welsh/English/Scottish/Northern Irish/British

[ ]  Irish

[ ]  Gypsy, Roma or Irish Traveller

[ ]  Eastern European

[ ]  Other, please specify:

**B Mixed/multiple ethnic groups**

[ ]  White and Black Caribbean

[ ]  White and Black African

[ ]  White and Asian

[ ]  Other, please specify:

**C Asian/Asian British**

[ ]  Indian

[ ]  Pakistani

[ ]  Bangladeshi

[ ]  Chinese

[ ]  Thai

[ ]  Other, please specify:

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

[ ]  African

[ ]  Caribbean

[ ]  Other, please specify:

**E Other ethnic group**

[ ]  Arab

[ ]  Other, please specify:

[ ]  I prefer not to answer question 10

11 What is your religion or belief?

[ ]  No religion

[ ]  Christian (all denominations)

[ ]  Buddhist

[ ]  Hindu

[ ]  Jewish

[ ]  Muslim

[ ]  Sikh

[ ]  Other, please specify:

[ ]  Prefer not to answer

12 Are you currently?

[ ]  Married

[ ]  In a Civil Partnership

(N.B. Civil Partnership is defined as a legally recognised relationship between two people of the same sex which is similar to marriage).

[ ]  Neither

[ ]  Prefer not to answer

**Many thanks for taking the time to complete this questionnaire, for your honesty and for assisting us with our continued commitment to equality.**

### If you have any issues or feedback, please email hr@lcfc.co.uk