Combat Stress believes in diversity and inclusion for all volunteers and will not discriminate either directly or indirectly because of race, sex, sexual orientation, transgender status, religion or belief, marital or civil partnership status, age, disability, or pregnancy and maternity.

In order to ensure we adhere to this belief we have set up a system of monitoring all volunteer applications. We would therefore be grateful if you would complete the questions on this form. We have asked for your name to enable us to monitor applications at all stages.

All information will be treated in confidence and will not be seen by staff directly involved in the volunteering role. The questionnaire will be separated from your declaration form, stored separately and used only to provide statistics for monitoring purposes and to improve our processes and diversity practices. There is no obligation on you to provide information. All volunteers will be treated the same whether or not they provide this information. Thank you for your assistance.

Please send your completed form to the HR team at [HR@combatstress.org.uk](mailto:HR@combatstress.org.uk) or post to the HR Team at Combat Stress, Tyrwhitt House, Oaklawn Road, Leatherhead, Surrey KT22 0BX.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Volunteer Role:** |  | | | |
| **Location:** |  | | | |
| **Full name:** |  | | | |
| 1. **Are you a Veteran or Reservist?** | | | | |
| Veteran Yes / No | | Reservist Yes / No | | |
| **2. Gender assigned at birth** | | | | |
| Male | | | |  |
| Female | | | |  |
| Prefer not to say | | | |  |
| **3. Which of the following best reflects how you would describe your gender identity?** | | | | |
| Male | | | |  |
| Female | | | |  |
| In another way | | | |  |
| If you would like to, please say how you describe your gender identity | | | |  |
| Prefer not to say | | | |  |
| **4. Age** |  | | | |
| **5. Marital status** | | | | |
| Married (different sex) | | | |  |
| Married (same sex) | | | |  |
| Civil partner | | | |  |
| Single | | | |  |
| Other | | | |  |
| Prefer not to say | | | |  |
| **6. What is your sexual orientation?** | | | | |
| Bi/bisexual | | | |  |
| Gay/lesbian | | | |  |
| Heterosexual/straight | | | |  |
| Other term | | | |  |
| Prefer not to say | | | |  |
| **7. Do you have any disabilities?** YES/NO  This information is used only for monitoring purposes. If you believe you may be disabled and may need any reasonable adjustments to be to your volunteer role or environment, please discuss this with your coordinator. | | | | |
| **8. Ethnic origin**  (Relates to a sense of identity/belonging on the basis of race/culture, not place of birth or citizenship.)  I would describe myself as (choose ONE section from A to E, and then tick the appropriate box to indicate your cultural background): | | | | |
| **A White:** | | | | |
| British | | | |  |
| English | | | |  |
| Scottish | | | |  |
| Welsh | | | |  |
| Northern Irish | | | |  |
| Irish | | | |  |
| Gypsy or Irish Traveller | | | |  |
| Prefer not to say | | | |  |
| Other White background, please specify: | | | |  |
| **B Mixed/Multiple ethnic groups:** | | | | |
| White and Black Caribbean | | | |  |
| White and Black African | | | |  |
| White and Asian | | | |  |
| Prefer not to say | | | |  |
| Other Mixed/Multiple ethnic background, please specify: | | | |  |
| **C Asian, Asian British:** | | | | |
| Indian | | | |  |
| Pakistani | | | |  |
| Bangladeshi | | | |  |
| Chinese | | | |  |
| Prefer not to say | | | |  |
| Other Asian background, please specify: | | | | |
| **D Black, African, Caribbean, Black British:** | | | | |
| African | | | |  |
| Caribbean | | | |  |
| Prefer not to say | | | |  |
| Other Black, African, Caribbean background, please specify: | | | |  |
| **E Other ethnic group:** | | | | |
| Arab | | | |  |
| Prefer not to say | | | |  |
| Other ethnic group, please specify: | | | |  |
| **9. Religion or belief** | | | | |
| No religion or belief | | | |  |
| Buddhist | | | |  |
| Christian | | | |  |
| Hindu | | | |  |
| Jewish | | | |  |
| Muslim | | | |  |
| Sikh | | | |  |
| Prefer not to say | | | |  |
| Other, please specify: | | | | |
| **Data protection:** Combat Stress treats personal data collected for reviewing equality of opportunity in recruitment and, if relevant, volunteering within the charity in accordance with its [data protection policy](http://www.xperthr.co.uk/policies-and-documents/data-protection-policy/162690/) / [policy on processing special categories of personal data](http://www.xperthr.co.uk/policies-and-documents/policy-on-processing-special-category-personal-data-and-criminal-records-data/163520/). Information about how your data is used and the basis for processing is provided in the recruitment privacy notice.  I hereby give my consent to Combat Stress to processing the data supplied in this form for the purpose of diversity and inclusion monitoring in recruitment of volunteers, and if relevant, volunteering within the charity. I acknowledge that my application will be treated the same whether or not I complete this form. I understand that I may withdraw my consent to the processing of this data at any time by notifying the HR Team. | | | | |
| **Volunteer's signature:** |  | | **Date:** |  |