**Diversity and Inclusion questionnaire**

At Portsmouth Cathedral, we ask diversity questions to ensure they better understand the diversity of our Chapter, committees, staff and volunteers.

When organisations have a good awareness of the demographic makeup of their workforce, they are in a better position to identify any disproportionality in representation and experience.

All information shared will follow Portsmouth Cathedral’s strict privacy, confidentiality and data protection regulations.

For candidates the diversity monitoring data will be disaggregated from the candidate file and will not be passed to our recruitment team. It will be held centrally to enable us to report diversity across the total candidate pool. Collection of diversity data is voluntary but is encouraged to enable us to monitor the diversity of our candidate base.

We hope we have provided a range of categories that enables you to select your specific diversity identities. If this is not the case, please use the “Other” option provided.

A ‘Prefer not to say’ option is also available alongside each question, should you not wish to share this data.

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| If completing, please confirm that you consent to Portsmouth Cathedral holding your data.   No  Yes |

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| **Age**   29 or under  30 to 39  40 to 49  50 to 59  60 to 64  65 and over  Prefer not to say |

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| **Please define your Gender Identity**   Gender Fluid  Man  Non-binary  Other (please specify below)  Prefer not to say  Woman  If you selected Other above, please specify |

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| **Do you identify as trans?**   No  Prefer not to say  Yes |

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| **Ethnicity**   Arab  Asian Other (please specify below)  Bangladeshi  Black African  Black British  Black Caribbean  Black Other (please specify below)  Chinese  Gypsy or Irish Traveller  Indian  Mixed Other (please specify below)  Other (please specify below)  Pakistani  Prefer not to say  White European  White Irish  White Other (please specify below)  White Welsh/Scottish/Northern Irish/English  White and Asian  White and Black African  White and Black Caribbean  If you selected Other above, please specify |

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| **Nationality**   Any other nationality (please specify below)  British or Mixed British  Prefer not to say  If you selected Other above, please specify |

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| **Religion**   Agnosticism  Atheism  Buddhism  Christianity  Hinduism  Islam  Judaism  No Religion  Other Religion or Belief (please specify below)  Prefer not to say  Sikhism  If you selected Other above, please specify |

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| **Disability**   No  Prefer not to say  Yes  **Disability Type**   Learning disability  Mental ill health  Other (please specify below)  Physical disability  Prefer not to say  Sensory disability  If you selected Other above, please specify  Do you consider yourself to be neurodivergent? If yes, please describe below |

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| **Sexual Orientation**   Bisexual  Gay Man  Gay Woman/Lesbian  Heterosexual/Straight  Other (please specify below)  Prefer not to say  If you selected Other above, please specify |

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| **Dependants (children under 16, children with a disability under 18, adults that are in need of care)**   No  Prefer not to say  Yes |
| **Social Mobility - for additional information on this field, please visit www.socialmobilityworks.org/toolkit/measurement.**  **What was the occupation of your main household earner when you were about aged 14?**   Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse  Does not apply  Long-term unemployed (claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year)  Modern professional & traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer  Other (please specify below)  Prefer not to say  Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff  Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager  Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner  Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver  If you selected Other above, please specify  **Which type of school did you attend for the most time between the ages of 11 and 16?**   A state-run or state-funded school  Attended school outside the UK  I don’t know  Independent or fee-paying school  Independent or fee-paying school, where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there  Other (please specify below)  Prefer not to say  If you selected Other above, please specify  **If you finished school after 1980, were you eligible for free school meals at any point during your school years?**   I don’t know  No  Not applicable (finished school before 1980 or went to school overseas)  Prefer not to say  Yes  **Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?**   Do not know / not sure  No, neither of my parents attended university  Prefer not to say  Yes, one or both of my parents attended university |