Why we ask for information about your personal characteristics

We recognise that some people and communities can face barriers to gaining employment. We ask some questions about your personal characteristics to help us understand who is applying and to make sure our recruitment process is fair and inclusive for everyone.

This information:

- **Does not affect your application**
- **Is not seen by the interview panel**
- **Is only used anonymously for monitoring purposes**

We encourage you to complete this information, as it helps us to:

Ensure fairness - So we can check that everyone has equal access to opportunities and identify and remove any barriers.

Provide the right support - For example, identifying where reasonable adjustments or additional support may be helpful.

Meet legal and NHS requirements - Including ensuring our recruitment processes are fair and do not disadvantage anyone

Build an inclusive organisation - Where everyone feels valued, respected and able to be themselves.

Equal opportunities - We are committed to creating a diverse and inclusive workforce and welcome applications from all communities. The information you provide helps us meet our responsibilities under the Equality Act 2010 and ensure no one is treated unfairly during recruitment.

What we ask about - We ask about a range of personal characteristics, including:

- Age
- Gender
- Ethnic background
- Sexual orientation
- Religion or belief
- Disability
- Marital status
- Care leaver status
- Armed Forces community

Your responses are confidential, optional, and make a real difference in helping us improve fairness and inclusion.

We are committed to employing disabled people, care leavers and members of the Armed Forces Community.

You'll be guaranteed an interview if you meet the minimal essential criteria for the job and you have identified that you are eligible for consideration under these schemes on your application form.

If you have any queries please contact the Equality, Diversity, and Inclusion Team: tewv.eandd@nhs.net