

# Poppy's

## Diversity Monitoring Form

We are passionate about creating a work environment that truly reflects the diversity and difference in lived experiences. We encourage applications from people underrepresented in the funeral sector, such as people of colour, those with disabilities and people of all gender identities. We are fully committed to running a recruitment process which underlines our commitment to inclusion, diversity and racial justice.

With that in mind, we are asking everyone applying for this role to let us know how they identify so we can monitor our progress in attracting and appointing candidates from underrepresented communities.

This form is anonymous and will not be passed on to the recruitment panel. You do not have to submit this information, but we really hope you will help us by filling this out.

### What is your gender?

- Female ☐
- Male ☐
- Non-Binary ☐
- Intersex ☐
- Prefer not to say ☐
- Other (please describe) .....

### How would you describe your ethnicity?

*Ethnicity is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong.*

- Arab ☐
- Asian or Asian British ☐
- Black, African, Black British or Caribbean ☐
- Mixed or multiple ethnic groups ☐
- White ☐
- Prefer not to say ☐
- Other (please describe) .....

### Do you consider you have a disability or health condition?

*The information in this form is for monitoring purposes only. If you believe you need a 'reasonable adjustment' as part of the recruitment process, then please let us know as soon as possible.*

- Yes ☐
- No ☐
- Prefer not to say ☐

### How would you describe your sexual orientation?

- Bisexual ☐

Gay ☐  
Heterosexual ☐  
Lesbian ☐  
Prefer not to say ☐  
Other (please describe) .....

**How old are you?**

18-24 ☐  
25-34 ☐  
35-44 ☐  
45-54 ☐  
55-64 ☐  
65+ ☐  
Prefer not to say ☐

**What is your religion?**

Buddhism ☐  
Christianity (all denominations) ☐  
Hinduism ☐  
Islam ☐  
Judaism ☐  
Sikhism ☐  
No religion ☐  
Prefer not to say ☐  
Other (please describe) .....

**Did your parents attend university?**

Yes, both parents attended university ☐  
One parent attended university ☐  
No, neither parent attended university ☐  
Prefer not to say ☐

**Do you consider yourself to be a trans person?**

Yes ☐  
No ☐  
Prefer not to say ☐

Thank you for helping us by completing this form. The anonymised data will be entered into a spreadsheet and used for monitoring how well we attract applications from underrepresented groups. This form will be destroyed as soon as the recruitment process is complete. You can find out more about how we process personal data in our privacy policy on the Poppy's website. If you have any questions or concerns about this, please do let us know.