

## Introduction

As part of ICVA’s Anti-Racism action plan and policy, ICVA is committed to continuing to review the ethnic diversity in our staff and Board of Directors. Therefore, ICVA has collected diversity data from the Board of Directors and collated it below. Any irrelevant answer categories (ones that were not selected by anyone) have been removed for ease of reading. Find full questionnaire sent out in Appendix A.

## Data

### Gender

Man	Woman	Other
1	10	

### Married or in a civil partnership

Yes	No	Prefer not to say
6	4	1

### Age

16-24	25-29	30-34	35-39	40-44	45-49
	1	3	1	3	
50-54	55-59	60-64	65+	Prefer not to say	
2	1				

### Ethnicity

Asian - Pakistani	Black – Caribbean	Black - British	White - British	White - English	White - Scottish	White - Irish
1	1	1	3	3	1	1

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

Yes	No	Prefer not to say
	11	

### Sexual Orientation

Gay woman/lesbian	Bisexual	Gay man	Heterosexual	Prefer not to say
			10	1

### Religion

No Belief	Muslim	Christian
5	1	5

**Equality and diversity monitoring form**

**ICVA** wants to meet the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010 and building an accurate picture of the make-up of ICVA including officers and directors.

The organisation needs your help and co-operation to enable it to do this but filling in this form is **voluntary**.

The information you provide will stay confidential and be stored securely. It will be anonymised prior to publication of group information for ICVA as a whole.

If you have any queries or concerns, please email [sherry.ralph@icva.org.uk](mailto:sherry.ralph@icva.org.uk)

**Gender** Man  Woman  Non-binary  Prefer not to say

If you prefer to use your own term, please specify here .....

**Are you married or in a civil partnership?** Yes  No  Prefer not to say

**Age** 16-24  25-29  30-34  35-39  40-44  45-49  50-54  55-59  60-64  65+  Prefer not to say

**What is your ethnicity?**

Please tick the appropriate box, if you would prefer to have your ethnicity recorded in a way that is not included below, then please do let us know and use the 'any other .... Background' space to let us know how you would like this to be recorded.

**White**

English  Welsh  Scottish  Northern Irish  Irish   
British  Gypsy or Irish Traveller  Prefer not to say

Any other white background, please write in:

**Dual heritage ethnic groups**

White and Black Caribbean  White and Black African  White and Asian  Prefer not to say

Any other dual heritage background, please write in:

**Asian/Asian British**

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say

Any other Asian background, please write in:

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

African  Caribbean  Black British  Prefer not to say

Any other Black/African/Caribbean background, please write in:

**Other ethnic group**

Arab  Prefer not to say

Any other ethnic group, please write in:

**Do you consider yourself to have a disability or health condition?**

Yes  No  Prefer not to say

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:

**What is your sexual orientation?**

Heterosexual  Gay woman/lesbian  Gay man  Bisexual

Prefer not to say  If you prefer to use your own term, please specify here

.....

**What is your religion or belief?**

No religion or belief  Buddhist  Christian  Hindu  Jewish

Muslim  Sikh  Prefer not to say  If other religion or belief, please write in:

The information in this form is for monitoring purposes only.

Many thanks for taking the time to fill in this form.