Diversity monitoring guidance and standard questions

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# Introduction

This note aims to provide guidance and standardised question options for demographic monitoring. It also includes options for monitoring further characteristics that may impact on inclusion. The size, scale and topic of research will influence whether additional questions are used.

Collecting information on protected characteristics will help decision makers to give due regard to the Public Sector Equality Duty, by understanding who they have reached and what their views are. However, we must also recognise that there will often be a need to undertake targeted engagement to ensure the views of minority groups are represented, given there are often small cohorts from within these populations.

Rationale for the question format has been added below each question to reference the source and support future review. Key references are the [Harmonised standards and guidance – Government Analysis Function (civilservice.gov.uk)](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fanalysisfunction.civilservice.gov.uk%2Fgovernment-statistical-service-and-statistician-group%2Fgss-support%2Fgss-harmonisation-support%2Fharmonised-standards-and-guidance%2F%23demographic-information&data=05%7C01%7Cjo.whaley%40nhs.net%7Cb9092e375293490c297b08db8930d1a6%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638254614980398337%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=MdYE0RAwerzEhTZlpEs3WMg4%2B%2BDj0t%2BWUw65ZbYM48Q%3D&reserved=0), [Census 2021 questions](https://www.ons.gov.uk/census/censustransformationprogramme/questiondevelopment/census2021paperquestionnaires) and the [GP Patient Survey (GPPS)](https://gp-patient.co.uk/) as an example of good practice.

A shorter suite of questions with shorter versions of some questions has also been created. This recognises that in areas where there are low levels of diversity, statistical analysis by detailed category is unlikely whilst it can hinder completion. A shorter version may also be appropriate on short surveys, to remain proportionate.

**You can copy and paste questions from either the whole suite of questions or the minimum questions sets by following the links:** [**All questions**](#AllQuestions) **or** [**Minimum question set**](#MinimumQuestionSet).

# Standard introduction

## About you

We would like to ask some questions about you. You do not have to answer these questions, but we hope you will. This will help us to know who we have reached with our survey. It will also help us learn if different groups have different views or needs. The answers you give will be confidential. They will not be reported in a way that would identify you.

## Postcode

|  |
| --- |
| Postcode is recommended where a geographic spread of respondents is needed. You should only collect the first half. If you collect the whole postcode, this is potentially identifying.  |

**Please give us the first three or four characters of your postcode, e.g. DH1 or TS15**

|  |
| --- |
|  |

## Age

|  |
| --- |
| Age is a protected characteristic and must be included. Example 1 should be used in most instances. If you need to reach a younger audience, you can use example 2. If space is a premium, or there is a need to compare analysis in different age bandings (i.e. service user data is in bandings that can't be broken down), use Example 3. |

**Example 1**

**What age are you?** (Select one)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ⃝ | 16-24 |  | ⃝ | 65-74 |
| ⃝ | 25-34 |  | ⃝ | 75-84 |
| ⃝ | 35 – 44 |  | ⃝ | 85+ |
| ⃝ | 45 - 54 |  | ⃝ | Prefer not to say |
| ⃝ | 55 – 64 |  |  |  |

**Example 2**

**What age are you?** (Select one)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ⃝ | 0-4 |  | ⃝ | 45 - 54 |
| ⃝ | 5-10 |  | ⃝ | 55 – 64 |
| ⃝ | 16-19 |  | ⃝ | 65-74 |
| ⃝ | 20-24 |  | ⃝ | 75-84 |
| ⃝ | 25-29 |  | ⃝ | 85+ |
| ⃝ | 30-34 |  | ⃝ | Prefer not to say |
| ⃝ | 35 – 44 |  |  |  |

**Example 3**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **What age are you?** (Please write in) |  |  | ⃝ | Prefer not to say |

Rationale: Question wording and response options (in example 1) is aligned with the [Harmonised standards and guidance – Government Analysis Function (civilservice.gov.uk)](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fanalysisfunction.civilservice.gov.uk%2Fgovernment-statistical-service-and-statistician-group%2Fgss-support%2Fgss-harmonisation-support%2Fharmonised-standards-and-guidance%2F%23demographic-information&data=05%7C01%7Cjo.whaley%40nhs.net%7Cb9092e375293490c297b08db8930d1a6%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638254614980398337%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=MdYE0RAwerzEhTZlpEs3WMg4%2B%2BDj0t%2BWUw65ZbYM48Q%3D&reserved=0) (Grouping C for example 1 and grouping D for example 2)

## Sex and gender

|  |
| --- |
| Sex and gender reassignment are both protected characteristics. Case law has also indicated that people who are gender fluid or non-binary can have the protected characteristic of gender reassignment. Therefore, questions on sex and gender should be included. |

**Which of the following best describes you?** (Select one)

|  |  |  |
| --- | --- | --- |
| ⃝ | Female |  |
| ⃝ | Male |  |
| ⃝ | Non-binary |  |
| ⃝ | Prefer not to say |  |
| ⃝ | Prefer to self-describe (please write in) |  |

Rationale: Question and response options are aligned with GP Patient Survey. Harmonised questions are not available in relation to sex and gender, but work is ongoing and so this will need to be kept under review. The Census 2021 asks 'What is your sex?' but only offers options of male and female (with a note that there will be a separate question on gender) and therefore may not feel inclusive.

**Is the gender you identify with the same as your sex registered at birth?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes |
| ⃝ | No  |
| ⃝ | Prefer not to say |

Rationale: Aligns with Census question wording, with an additional 'prefer not to say' option. GPPS also uses this wording and a 'prefer not to say' option.

## Ethnicity

|  |
| --- |
| Race is a protected characteristic and should always be included. Although the harmonised question is under review, the website recommends that full classification is used, as set out in Example 1. Despite this recommendation, we understand that a full ethnicity question will not necessarily offer enough data to undertake analysis by each category. Particularly in areas where there is low ethnic diversity, or the work is likely to get a small number of respondents. We also recognise that lots of diversity questions can be off-putting for respondents. Therefore, we have provided a shorter option. |

**Example 1**

**What is your ethnic group?** (Select one)

|  |  |  |
| --- | --- | --- |
| **Asian or Asian British** |  | **Black, black British, Caribbean or African** |
| ⃝ | Indian |
| ⃝ | Pakistani |  | ⃝ | Caribbean |
| ⃝ | Bangladeshi |  | ⃝ | African |
| ⃝ | Chinese |  | ⃝ | Other (please describe) |
| ⃝ | Other (please describe) |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| **Mixed or multiple ethnic groups** |  | **White** |
| ⃝ | White and black Caribbean |  | ⃝ | English, Welsh, Scottish, Northern Irish or British |
| ⃝ | White and black African |
| ⃝ | White and Asian |  | ⃝ | Irish |
| ⃝ | Other (please describe) |  | ⃝ | Gypsy or Irish Traveller |
|  |  |  | ⃝ | Roma |
|  |  |  | ⃝ | Other (please describe) |
|  |  |  |  |  |
| **Other ethnic group** |  |  |  |
| ⃝ | Arab |  |  |  |
| ⃝ | Any other ethnic group |  |  |  |

**Example 2**

**What is your ethnic group?** (Select one)

|  |  |
| --- | --- |
| ⃝ | **Asian or Asian British**Includes: Indian, Pakistani, Bangladeshi, Chinese or any other Asian background |
| ⃝ | **Black, black British Caribbean or African**Includes: black British Caribbean, African or any other black background |
| ⃝ | **Mixed or multiple ethnic groups**Includes: white and black Caribbean, white and black African, white and Asian or any other mixed or multiple background |
| ⃝ | **White**Includes: English, Welsh, Scottish, Northern Irish or British; Irish; Gypsy or Irish Traveller; Roma, or any other white background |
| ⃝ | **Other** Includes: Arab or any other ethnic group |
| ⃝ | **Prefer not to say** |

Rationale: The harmonised question pages state that they are not as up to date as the Census and therefore recommends the Census 2021 categories as the most up to date question until further harmonisation takes place. The harmonised question pages recommend that full classification is used but a shorter version has also been offered as noted above. Note, capitalisation and ordering has been changed in line with post Census guidance on writing about ethnicity [Writing about ethnicity - GOV.UK (ethnicity-facts-figures.service.gov.uk)](https://www.ethnicity-facts-figures.service.gov.uk/style-guide/writing-about-ethnicity)

## Religion

|  |
| --- |
| Religion is a protected characteristic and therefore should always be included. |

**What is your religion or belief?** (Select one)

|  |  |  |
| --- | --- | --- |
| ⃝ | No religion or belief |  |
| ⃝ | Christian (including Church of England, Catholic, Protestant, and other Christian denominations) |  |
| ⃝ | Buddhist |  |
| ⃝ | Hindu |  |
| ⃝ | Jewish |  |
| ⃝ | Muslim |  |
| ⃝ | Sikh |  |
| ⃝ | Prefer not to say |  |
| ⃝ | Other religion or belief (please write in) |  |  |

Rationale: The Census 2021 and Harmonised Standard is 'What is your religion?'. However, the question has been amended to account for the fact that the protected characteristic is religion and belief, and therefore to allow scope for someone to reference a belief.

## Sexual orientation

|  |
| --- |
| Sexual orientation is a protected characteristic and therefore should always be included.  |

**Which of the following best describes your sexual orientation?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Straight or heterosexual |
| ⃝ | Gay or lesbian |
| ⃝ | Bi or bisexual |
| ⃝ | Prefer not to say |
| ⃝ | Other sexual orientation (please write in) |  |

Rationale: Aligns with Census 2021 which was subject to rigorous user testing [Sexual orientation question development for Census 2021 - Office for National Statistics](https://www.ons.gov.uk/census/censustransformationprogramme/questiondevelopment/sexualorientationquestiondevelopmentforcensus2021#research-that-led-to-the-2018-white-paper-recommendations-and-final-recommended-question-for-census-2021). Further work on the harmonised standard will be monitored.

## Disability and long term health conditions

|  |
| --- |
| Disability is a protected characteristic and should be included. Consider your topic and how much analysis is likely to be undertaken to determine whether you need more detail. You may also need to rephrase the question if the topic you are asking about would automatically mean someone is defined as disabled (i.e. they have a physical or mental impairment that has a substantial and long-term negative effect on their ability to carry out normal day-to-day activities. Conditions such as Cancer a covered from the point of diagnosis).  |

**Example 1:**

**Do you have any physical or mental health conditions, impairments, or learning differences that impact on your ability to carry out day-to-day activities?** (Select all that apply)

|  |  |
| --- | --- |
| ⃝ | Long term health condition |
| ⃝ | Physical impairment or mobility issues |
| ⃝ | Sensory impairment, such as blind or visual loss and Deaf or hearing loss |
| ⃝ | Mental health condition |
| ⃝ | Learning disability |
| ⃝ | Neurodivergence  |  |
| ⃝ | Other (please write in) |  |
| ⃝ | No condition or impairment |  |
| ⃝ | Prefer not to say |

Rationale: This was formed from looking at a range of examples and aiming to find wording that would be inclusive of physical, mental, sensory and neurological difference. The word 'substantial' was left out because although this is the legal definition of a disability, work on the harmonised standard demonstrates people struggle to understand a frame of reference for 'a little' and 'a lot'. Substantial is harder terminology, and people may not understand it is defined as 'more than trivial or minor'. Response options are developed from reviewing additional guidance provided for the online Census, the impairment standard and existing examples with some updates in language.

**Example 2 (both questions are needed):**

**Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes |
| ⃝ | No |
| ⃝ | Prefer not to say |

**Do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes, a lot |
| ⃝ | Yes, a little |

Rationale: This aligns with the harmonised standard used in the Census. However, it is recognised that this is unlikely to capture neurodivergence and there are also other weaknesses with the question [Measuring disability for the Equality Act 2010 harmonisation guidance – Government Analysis Function](https://analysisfunction.civilservice.gov.uk/policy-store/measuring-disability-for-the-equality-act-2010/#the-neurodivergent-population). Someone has the protected characteristic of disability if they answer yes, a lot to the second part of the question. Extra work on the harmonised standard is expected to conclude in November 2025.

## Pregnancy and maternity

|  |
| --- |
| Pregnancy and maternity is a protected characteristic. However, because it will only apply for a short period and to a certain portion of the population, you may want to consider whether it is relevant for your exercise.  |

**Are you pregnant or have you been pregnant in the last six months?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes  |
| ⃝ | No  |
| ⃝ | Prefer not to say |
| ⃝ | Not applicable |

Note: there is no harmonised standard for pregnancy or maternity.

## Marital status and cohabitation

|  |
| --- |
| Marriage and Civil Partnership is a protected characteristic in terms of employment but can be included for service users, where relevant. If you need a measure of cohabitation, the harmonised standard is at Example 2 below. |

**Example 1**

**What is your legal marital or registered civil partnership status?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Never married or in a civil partnership |
| ⃝ | Married  |
| ⃝ | In a legally registered civil partnership |
| ⃝ | Separated but still legally married  |
| ⃝ | Separated but still legally in a civil partnership |
| ⃝ | Divorced  |
| ⃝ | Formerly in a civil partnership which is now legally dissolved |
| ⃝ | Widowed |
| ⃝ | Surviving partner from a civil partnership  |
| ⃝ | Prefer not to say |

Rationale: Harmonised standard. A second stage question is available if there is a need to understand sex of the respondent's partner.

**Example 2**

**Are you living with someone in your household as a couple?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes |
| ⃝ | No |

Rationale: Harmonised standard

## Caring and parental responsibility

|  |
| --- |
| Optional question dependant on scale and nature of project. |

**Do you look after any of the following?** (Do not include paid work. Select all that apply)

|  |  |
| --- | --- |
| ⃝ | Child or children (under 18 years) |
| ⃝ | Disabled child or children (under 18 years) |
| ⃝ | Disabled adult (including long-term physical or mental health conditions, or problems related to old age) |
| ⃝ | None of the above |
| ⃝ | Prefer not to say |

Rationale: Questions were initially split for parental and caring responsibilities, aligned with the wording of the GPPS survey and Census 2021 respectively. Feedback indicated a simpler co-ordinated question was better received.

## Armed forces

|  |
| --- |
| Optional question dependant on scale and nature of project.  |

**Do you or have you previously served in the in the UK armed forces?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes, the regular armed forces |
| ⃝ | Yes, reserve armed forces |
| ⃝ | No  |
| ⃝ | Prefer not to say |

Rationale: although there is a slightly different Census question (Have you previously served in the in the UK armed forces?), the example above is more inclusive of those currently serving. Even on a staff survey, people may still serve in the reserves.

# All questions for copying and pasting

**NOTE: If choosing from the longer list, and there are different options for a characteristic, ensure you delete the surplus questions.**

**About you**

We would like to ask some questions about you. You do not have to answer these questions, but we hope you will. This will help us to know who we have reached with our survey. It will also help us learn if different groups have different views or needs. The answers you give will be confidential. They will not be reported in a way that would identify you.

**Please give us the first three or four characters of your postcode, e.g. DH1 or TS15**

|  |
| --- |
|  |

**What age are you?** (Select one)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ⃝ | 16-24 |  | ⃝ | 65-74 |
| ⃝ | 25-34 |  | ⃝ | 75-84 |
| ⃝ | 35 – 44 |  | ⃝ | 85+ |
| ⃝ | 45 - 54 |  | ⃝ | Prefer not to say |
| ⃝ | 55 – 64 |  |  |  |

**OR**

**What age are you?** (Select one)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ⃝ | 0-4 |  | ⃝ | 45 - 54 |
| ⃝ | 5-10 |  | ⃝ | 55 – 64 |
| ⃝ | 16-19 |  | ⃝ | 65-74 |
| ⃝ | 20-24 |  | ⃝ | 75-84 |
| ⃝ | 25-29 |  | ⃝ | 85+ |
| ⃝ | 30-34 |  | ⃝ | Prefer not to say |
| ⃝ | 35 – 44 |  |  |  |

**OR**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **What age are you?** (Please write in) |  |  | ⃝ | Prefer not to say |

**Which of the following best describes you?** (Select one)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ⃝ | Female |  | ⃝ | Non-binary |
| ⃝ | Male |  | ⃝ | Prefer not to say |
| ⃝ | Prefer to self-describe (please write in) |  |

**Is the gender you identify with the same as your sex registered at birth?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes |
| ⃝ | No  |
| ⃝ | Prefer not to say |

**What is your ethnic group?** (Select one)

|  |  |  |
| --- | --- | --- |
| **Asian or Asian British** |  | **Black, black British, Caribbean or African** |
| ⃝ | Indian |
| ⃝ | Pakistani |  | ⃝ | Caribbean |
| ⃝ | Bangladeshi |  | ⃝ | African |
| ⃝ | Chinese |  | ⃝ | Other (please write in) |
| ⃝ | Other (please write in) |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| **Mixed or multiple ethnic groups** |  | **White** |
| ⃝ | White and black Caribbean |  | ⃝ | English, Welsh, Scottish, Northern Irish or British |
| ⃝ | White and black African |
| ⃝ | White and Asian |  | ⃝ | Irish |
| ⃝ | Other (please write in) |  | ⃝ | Gypsy or Irish Traveller |
|  |  |  | ⃝ | Roma |
|  |  |  | ⃝ | Other (please write in) |
|  |  |  |  |  |
| **Other ethnic group** |  |  |  |
| ⃝ | Arab |  |  |  |
| ⃝ | Any other ethnic group (please write in) |  |  |  |

**OR**

**What is your ethnic group?** (Select one)

|  |  |
| --- | --- |
| ⃝ | **Asian or Asian British**Includes: Indian, Pakistani, Bangladeshi, Chinese or any other Asian background |
| ⃝ | **Black, black British Caribbean or African**Includes black British Caribbean, African or any other black background |
| ⃝ | **Mixed or multiple ethnic groups**Includes white and black Caribbean, white and black African, white and Asian or any other mixed or multiple background |
| ⃝ | **White**Includes English, Welsh, Scottish, Northern Irish or British; Irish; Gypsy or Irish Traveller; Roma, or any other white background |
| ⃝ | **Other** Includes Arab or any other ethnic group |
| ⃝ | **Prefer not to say** |

**What is your religion or belief?** (Select one)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ⃝ | No religion or belief |  |  |  |
| ⃝ | Christian (including Church of England, Catholic, Protestant, and other Christian denominations) |
| ⃝ | Buddhist |  | ⃝ | Hindu |
| ⃝ | Jewish |  | ⃝ | Muslim |
| ⃝ | Sikh |  | ⃝ | Prefer not to say |
| ⃝ | Other religion or belief (please write in) |  |

**Which of the following best describes your sexual orientation?** (Select one)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ⃝ | Straight or heterosexual |  | ⃝ | Bi or bisexual |
| ⃝ | Gay or lesbian |  | ⃝ | Prefer not to say |
| ⃝ | Other sexual orientation (please write in) |  |

**Do you have any physical or mental health conditions, impairments, or learning differences that impact on your ability to carry out day-to-day activities?** (Select all that apply)

|  |  |
| --- | --- |
| ⃝ | Long term health condition |
| ⃝ | Physical impairment or mobility issues |
| ⃝ | Sensory impairment, such as blind or visual loss and Deaf or hearing loss |
| ⃝ | Mental health condition |
| ⃝ | Learning disability |
| ⃝ | Neurodivergence  |
| ⃝ | Other (please write in) |  |
| ⃝ | No condition or impairment |  |
| ⃝ | Prefer not to say |

**OR**

**Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes |
| ⃝ | No |
| ⃝ | Prefer not to say |

**AND**

**Do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes, a lot |
| ⃝ | Yes, a little |

**Are you pregnant or have you been pregnant in the last six months?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes  |
| ⃝ | No  |
| ⃝ | Prefer not to say |
| ⃝ | Not applicable |

**What is your legal marital or registered civil partnership status?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Never married or in a civil partnership |
| ⃝ | Married  |
| ⃝ | In a legally registered civil partnership |
| ⃝ | Separated but still legally married  |
| ⃝ | Separated but still legally in a civil partnership |
| ⃝ | Divorced  |
| ⃝ | Formerly in a civil partnership which is now legally dissolved |
| ⃝ | Widowed |
| ⃝ | Surviving partner from a civil partnership  |
| ⃝ | Prefer not to say |

**OR**

**Are you living with someone in your household as a couple?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes |
| ⃝ | No |

**Do you look after any of the following?** (Do not include paid work. Tick all that apply)

|  |  |
| --- | --- |
| ⃝ | Child or children (under 18 years) |
| ⃝ | Disabled child or children (under 18 years) |
| ⃝ | Disabled adult (including long-term physical or mental health conditions, or problems related to old age) |
| ⃝ | None of the above |
| ⃝ | Prefer not to say |

**Do you or have you previously served in the in the UK armed forces?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes, the regular armed forces |
| ⃝ | Yes, reserve armed forces |
| ⃝ | No  |
| ⃝ | Prefer not to say |

# Minimum question set for copying and pasting

**About you**

We would like to ask some questions about you. You do not have to answer these questions, but we hope you will. This will help us to know who we have reached with our survey. It will also help us learn if different groups have different views or needs. The answers you give will be confidential. They will not be reported in a way that would identify you.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **What age are you?** (Please write in) |  |  | ⃝ | Prefer not to say |

**Which of the following best describes you?** (Select one)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ⃝ | Female |  | ⃝ | Non-binary |
| ⃝ | Male |  | ⃝ | Prefer not to say |
| ⃝ | Prefer to self-describe (please write in) |  |

**Is the gender you identify with the same as your sex registered at birth?** (Select one)

|  |  |
| --- | --- |
| ⃝ | Yes |
| ⃝ | No  |
| ⃝ | Prefer not to say |

**What is your ethnic group?** (Select one)

|  |  |
| --- | --- |
| ⃝ | **Asian or Asian British**Includes: Indian, Pakistani, Bangladeshi, Chinese or any other Asian background |
| ⃝ | **Black, black British Caribbean or African**Includes: black British Caribbean, African or any other black background |
| ⃝ | **Mixed or multiple ethnic groups**Includes: white and black Caribbean, white and black African, white and Asian or any other mixed or multiple background |
| ⃝ | **White**Includes: English, Welsh, Scottish, Northern Irish or British; Irish; Gypsy or Irish Traveller; Roma, or any other white background |
| ⃝ | **Other** Includes: Arab or any other ethnic group |
| ⃝ | **Prefer not to say** |

**What is your religion or belief?** (Select one)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ⃝ | No religion or belief |  |  |  |
| ⃝ | Christian (including Church of England, Catholic, Protestant, and other Christian denominations) |
| ⃝ | Buddhist |  | ⃝ | Hindu |
| ⃝ | Jewish |  | ⃝ | Muslim |
| ⃝ | Sikh |  | ⃝ | Prefer not to say |
| ⃝ | Other religion or belief (please write in) |  |

**Which of the following best describes your sexual orientation?** (Select one)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ⃝ | Straight or heterosexual |  | ⃝ | Bi or bisexual |
| ⃝ | Gay or lesbian |  | ⃝ | Prefer not to say |
| ⃝ | Other sexual orientation (please write in) |  |

**Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?** (Select one)

|  |  |
| --- | --- |
| ⃝ |  Yes |
| ⃝ |  No |
| ⃝ |  Prefer not to say |

**Do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?** (Select one)

|  |  |
| --- | --- |
| ⃝ |  Yes, a lot |
| ⃝ |  Yes, a little |