



Annex A: Diversity Monitoring for Equal Opportunities

Providing diversity information helps us to: uncover unfairness, discrimination or disadvantage in recruitment processes; assess the effectiveness of recruitment strategies; better understand the background of candidates and; aid the identification of patterns and trends.

The information provided in this Annex is not taken into account in assessing suitability for appointment.

Gender and sex

What is your sex?

- ☐ Female
- ☐ Male
- ☐ Prefer not to say

Is your gender the same as the sex you were registered at birth?

- ☐ Yes
- ☐ No
- ☐ Other: _____
- ☐ Prefer not to say

Age

What is your age?

- ☐ 16 to 19
- ☐ 20 to 29
- ☐ 30 to 39
- ☐ 40 to 49
- ☐ 50 to 59
- ☐ 60 to 64
- ☐ 65 and over
- ☐ Prefer not to say

Ethnic group

What is your ethnic group?

Choose **one** section from A to E, then tick **one** box to best describe your ethnic group or background.

A: White

- ☐ English, Welsh, Scottish, Northern Irish, British
- ☐ Irish
- ☐ Gypsy or Irish Traveller
- ☐ Any other White background, please describe: _____



B: Mixed/multiple ethnic backgrounds

- ☐ White and Black Caribbean
- ☐ White and Black African
- ☐ White and Asian
- ☐ Any other Mixed/multiple ethnic background, please describe: _____

C: Asian/Asian British

- ☐ Indian
- ☐ Pakistani
- ☐ Bangladeshi
- ☐ Chinese
- ☐ Any other Asian background, please describe: _____

D: Black/African/Caribbean/Black British

- ☐ African
- ☐ Caribbean
- ☐ Any other Black/African/Caribbean background, please describe: _____

E: Other ethnic group

- ☐ Arab
- ☐ Any other ethnic group, please describe: _____
- ☐ Prefer not to say

Health condition or disability

Do you have any disabilities, physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

Religion

What is your religion or belief?

- ☐ No religion or belief
- ☐ Buddhist
- ☐ Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- ☐ Hindu
- ☐ Jewish
- ☐ Muslim
- ☐ Sikh
- ☐ Any other religion or belief
- ☐ Prefer not to say



Sexual orientation

Which of the following options best describes how you think of yourself?

- ☐ Heterosexual or straight
- ☐ Gay or lesbian
- ☐ Bisexual
- ☐ Other
- ☐ Prefer not to say

Marital status

Are you married or in a civil partnership?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

Caring responsibilities

Do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age? (Don't include anything you do as part of your paid employment)

- ☐ No
- ☐ Yes, 9 hours a week or less
- ☐ Yes, 10 to 19 hours a week
- ☐ Yes, 20 to 34 hours a week
- ☐ Yes, 35 to 49 hours a week
- ☐ Yes, 50 or more hours a week
- ☐ Prefer not to say

Education

Which type of secondary school did you attend for the most time between the ages of 11 and 16?

- ☐ A state-run or state-funded school
- ☐ A state-run or state-funded school that selected on the basis of academic ability, faith or other grounds
- ☐ Independent or fee-paying school (for example, private schools)
- ☐ Independent or fee-paying school, where I received a bursary covering 90% or more of my tuition (for example, private schools)
- ☐ Attended school outside the UK
- ☐ I don't know
- ☐ Prefer not to say



About Government Skills Group

Government Skills Group brings together central Government teams responsible for civil servants' and senior public service leaders' learning and development.

On 20 January 2026, Chief Secretary to the Prime Minister Darren Jones announced [plans to establish the National School of Government and Public Services](#) to support our ambitions for a world-class, professional Civil Service. The new school will:

- Align Civil Service training with government priorities, such as artificial intelligence, ensuring civil servants are properly skilled for a more digital approach to government.
- Design and deliver more training in-house, removing duplication and reducing expenditure on external providers over time to provide better value for the taxpayer.
- Introduce a new, streamlined curriculum for civil servants - giving them clarity about what skills they are expected to learn.
- Invest in public sector leadership at the most senior levels, through place-based collaboration and expanding leadership development programmes.

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