

# Diversity Form

## CONFIDENTIAL

At Wolves you can be yourself here whoever you are, be proud of the work you do and build a career that helps us all to achieve our personal and professional goals.

We are committed to developing positive policies to promote equal opportunities prohibiting unlawful or unfair discrimination on the grounds of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion and belief, sex or sexual orientation as defined under the Equality Act 2010.

In October 2020, Wolves became a founding signatory of the [FA's Football Leadership Diversity Code](#), focussing on increasing Black, Asian and Mixed Ethnic and gender representation within its workforce. We are also proud to have achieved Intermediate Level of the [Premier League Equality, Diversity & Inclusion Standard](#) in April 2023.

Wolves continues its commitments in these areas through its One Pack Strategy to help achieve equality and equity in everything that it does and diversifying its workforce across the business. As a result of this, we are particularly interested in receiving applications from underrepresented groups and candidates with a diverse range of lived experience.

In order to monitor our progress against these commitments, we request all candidates to provide accurate diversity monitoring data to ensure a fair, inclusive and effective recruitment process can take place. Whilst this information will not influence any offer of employment and selection will always be based on merit and the ability to do the role, diversity monitoring data may be used to ensure that diverse shortlists are established for available roles at Wolves.

You can find further information about our One Pack ethos and equality, diversity & inclusion work [here](#).

Should you have any queries relating to this or require information in an alternative format, please contact a member of the team on [jobs@wolves.co.uk](mailto:jobs@wolves.co.uk)

## Your Details

### Your age group:

- 16 - 24       25 - 34       35 - 44       45 - 54       55 - 64       65 - 74       75 +  
 I'd prefer not to answer

### Do you consider yourself to have a disability?

*The Equality Act 2010 defines a disability as "a physical or mental impairment that has a 'substantial and long-term' negative effect on a person's ability to do normal day to day activities", this can include a mental health condition lasting or expected to last 12 months or more.*

- Yes       No       I'd prefer not to answer

### Do any of your physical or mental health conditions or illnesses reduce your ability to carry out day-to-day activities?

- Not at all / No effect       Yes a little / Some effect       Yes a lot / Significant effect       I'd prefer not to answer



**How would you describe your physical or mental health conditions or illnesses?**

Please tick all the boxes that apply to you.

- Hearing impairment (deaf or hard of hearing)
  - Learning difficulty (e.g movement co-ordination difficulty (Dyspraxia), Dyslexia etc)
  - Learning impairment/disability (e.g Down's Syndrome, etc)
  - Long term illness (e.g cancer, HIV+ etc)
  - Mental health condition (lasting or expected to last 12 months or more)
  - Physical impairment - ambulant (I do not use a wheelchair)
  - Physical impairment - wheelchair user
  - Social/communication (e.g autistic spectrum disorder, Asperger's syndrome, etc)
  - Sight impairment (blind or partially sighted)
  - Other, please specify:
  - I'd prefer not to answer
- 

**Which gender do you identify with?**

If you are considering how to answer, use the information on your birth certificate or gender recognition certificate).

- A Man
  - A Woman
  - I describe my gender with another term (e.g. non-binary)
  - I'd prefer not to answer
- 

**Is the gender you identify with the same as your sex registered at birth?**

- Yes
  - No
  - I'd prefer not to answer
- 

**If you have undergone, are undergoing, or intend to undergo gender reassignment are you:**

- Transgender, male to female
  - Transgender, female to male
  - Transgender, gender non-conforming
  - Not applicable
  - I'd prefer not to answer
- 

**How would you describe your ethnic group or background:**

- White**
  - English, Welsh, Scottish, Northern Irish or British
  - Irish
  - Gypsy or Irish Traveller
  - Roma
  - Any other White background, please specify:
- Mixed or multiple ethnic background**
  - White and Black Caribbean
  - White and Black African
  - White and Asian
  - Any other Mixed or multiple ethnic background, please specify:
- Asian or Asian British**
  - Indian
  - Pakistani
  - Bangladeshi
  - Chinese
  - Any other Asian background, please specify:
- Black, Black British, Caribbean or African**
  - Caribbean
  - African
  - Any other Black, Black British or Caribbean background, please specify:
- Other ethnic group**
  - Arab
  - Any other ethnic group, please specify:
  - I'd prefer not to answer



**How would you describe your religion or belief?**

- No religion     Buddhist     Christian (all denominations)     Hindu     Jewish     Muslim  
 Sikh     Any other religion or denomination, please specify:     I'd prefer not to answer
- 

**What is your main language?**

- English     Welsh     Other, please specify (including British Sign Language):  
 I'd prefer not to answer
- 

**How would you describe your sexual and/or romantic orientation?**

- Bi (Bisexual)     Gay or Lesbian     Hetrosexual / Straight     I'd prefer not to answer  
 Other sexual and/or romantic orientation, please specify:
- 

**What is your marital status?**

- Married     Civil Partnership     Widowed     Single     None of these  
 I'd prefer not to answer
- 

We are currently measuring the socio-economic diversity of our workforce in order to better understand social mobility and our inclusion work.

**Please select the option that best describes the occupation of the main/highest earner in your household when you were aged 14?**

- Modern professional background and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil or mechanical engineer.
- Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.
- Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.
- Technical and craft occupations such as motor mechanic, plumber, printer, electrician, gardener, train driver.
- Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter or waitress, bar staff.
- Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).
- Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owners, single restaurant or café owner, taxi owner, garage owner.
- Other such as retired, this question does not apply to me, I don't know.
- I'd prefer not to answer.
- 

**Were you the first in your immediate family to attend university?**

- Yes     No     I don't know or not sure     I'd prefer not to answer



At Wolves, we recognise that people may have different caring responsibilities and have a flexible working policy (available upon request), the following questions help us to better understand the modern carer and their responsibilities, and supports with the development of our policies.

**Do you have any caring responsibilities for a child/children and/or another adult(s)?**

Yes       No       I'd prefer not to answer

**If yes, please select all that apply:**

- Primary carer of a child or children (under 18 years)
  - Primary carer of a child or children who is disabled or has a health condition or illness, or temporary care needs (under 18 years)
  - Primary carer or assistant for a disabled adult or adults (18 years and over)
  - Primary carer or assistant for an older person or people (65 years and over)
  - Secondary carer (another person carries out main caring role)
- 

**Thank you for taking the time to answer the questions on this form, please forward immediately to the HR department upon completion along with your application form.**

I understand that the information I have provided above will be recorded and processed by the HR department either manually and/or electronically in accordance with the the Club's privacy notice and the data protection principles contained therein.

I enclose with this document a signed copy of the appropriate Consent Form.



# Consent Form - General Data Protection Regulation (GDPR)

In accordance with its Privacy Notice, Wolverhampton Wanderers Football Club (1986) Limited is approaching you for your written consent to allow us to process your personal information for the specific purposes set out in this form.

1. **THE INFORMATION WE ARE REQUESTING**

We would like to collect personal information about your diversity.

2. **WHY WE REQUIRE THIS INFORMATION**

Wolverhampton Wanderers FC is committed to developing positive policies to promote equal opportunities and prohibiting unlawful or unfair discrimination on the grounds of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion and belief, sex or sexual orientation.

3. **HOW WILL WE USE THIS INFORMATION**

The information you provide will allow us to implement specific programmes in order to address any under-represented groups within our workforce, potentially increasing the diversity of the Club's staff in the future. The information you provide will be treated in confidence.

4. **WHO WILL USE THIS INFORMATION**

The Club's HR Department will use the information in accordance with paragraphs 2 and 3 of this form and we will share your anonymised personal information in a report to the business on an annual basis.

We may also share your personal information where required by law, where it is necessary to administer the working relationship with you or where we have another legitimate interest in doing so.

5. **RIGHT TO WITHDRAW CONSENT**

You have the right to withdraw your consent provided under this form at any time. To withdraw your consent, please contact Matt Wild, Data Protection Officer at [dpo@wolves.co.uk](mailto:dpo@wolves.co.uk). Once we have received notification that you have withdrawn your consent, we will no longer process your information for the purpose or purposes you originally agreed to, unless we have another legitimate basis for doing so in law.

I have read and understood the content of this form and I consent to Wolverhampton Wanderers Football Club collecting, processing and transferring the personal information and for the specified purposes set out in this form.

Signed

Date

