

RICS Inclusivity and Diversity monitoring form

IMPORTANT: You do not have to complete this form. Providing the information requested below is optional and is not required for the nomination application process. You may also choose to answer only some of the questions, and to select the 'prefer not to say' option for the questions you do not wish to answer.

Why are we asking you for this information?

RICS* is committed to creating a diverse and inclusive environment and is proud to be an equal opportunities organisation. We have a clear vision to inspire future generations into the profession and showcase its attractiveness to all of society. It is vital that we monitor and analyse diversity information so that we can ensure that our recruitment processes are fair, transparent and promote equality of opportunity for all our Board and Committee members. Your co-operation in providing us with accurate data will help us ensure we design and use policies and processes that attract and retain diverse and talented people.

Who is collecting the information?

If you choose to complete this form, the information you provide will be collated by our third party supplier, Civica. We have entered into a data processing agreement with Civica to ensure your personal information remains secure and is only processed under instruction of RICS.

How will the information be used?

Civica will use the information you provide to gather anonymous statistical data about the make up and diversity of the Governing Council nominees. This anonymous data will then be shared with RICS so that we can analyse and improve the diversity of the nomination process.

RICS will not be provided with any diversity information which identifies an individual. The information will not be shared with anybody directly involved in the nomination or election process and will not be used for or influence any assessment of your nomination. No information will be published which allows any individual to be identified.

What else do you need to know?

Civica will, on behalf of RICS, hold your responses to the questionnaire securely until the election process closes after which it will be securely destroyed. The anonymised statistics they give to RICS, will be held securely, and will be used by RICS for as long as it is needed to help us analyse, demonstrate, and promote the diversity of the Governing Council and nomination process.

Our privacy policy contains more general information on how we secure and manage personal data and your legal rights, see: [RICS privacy policy](#)

By ticking the box, you confirm that you have been informed about the purpose of providing your diversity data and consent to its processing for the purposes described above. To withdraw your consent, please contact governanceappointments@rics.org. If you do not wish to consent, you do not have to complete this form [and can just close it down].

Age						
18-25 <input type="checkbox"/>	26-35 <input type="checkbox"/>	36-45 <input type="checkbox"/>	46-60 <input type="checkbox"/>	61-69 <input type="checkbox"/>	70+ <input type="checkbox"/>	Prefer Not to Say <input type="checkbox"/>

Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months (include any problems related to old age)?			
Yes - Limited a Little <input type="checkbox"/>	Yes - Limited a Lot <input type="checkbox"/>	No <input type="checkbox"/>	Prefer Not to Say <input type="checkbox"/>
If you answered 'yes' to question 2, please indicate your disability:			

Vision (e.g., due to blindness or partial sight) <input type="checkbox"/>	Hearing (e.g., due to deafness or partial hearing) <input type="checkbox"/>	Mobility, such as difficulty walking short distances, climbing stairs, lifting and carrying objects <input type="checkbox"/>	Neurodivergence, learning, concentrating, or remembering <input type="checkbox"/>
Mental health <input type="checkbox"/>	Stamina or difficulty breathing <input type="checkbox"/>	Other impairment <input type="checkbox"/>	Prefer Not to Say <input type="checkbox"/>

How would you describe your ethnicity?

Please select one option.

As RICS has members all over the world we recognise that this is not an exhaustive list of ethnicities among our members.

Arab <input type="checkbox"/>
Any Asian origin <input type="checkbox"/> _____
Any Black origin <input type="checkbox"/> _____
Any Hispanic or Latinx origin <input type="checkbox"/> _____
Mixed/Multiple Ethnicity <input type="checkbox"/> _____
Any Indigenous/Native origin <input type="checkbox"/> _____
Prefer Not to Say <input type="checkbox"/>
Prefer to Self-Describe <input type="checkbox"/> _____
Any White origin <input type="checkbox"/> _____

Gender/Sex			
Female <input type="checkbox"/>	Male <input type="checkbox"/>	Prefer Not to Say <input type="checkbox"/>	Prefer to Self-Describe <input type="checkbox"/> _____

Gender Reassignment		
Is your gender the same as was assigned at birth?		
Yes <input type="checkbox"/>	No <input type="checkbox"/>	Prefer Not to Say <input type="checkbox"/>

Religion and Faith				
Atheist <input type="checkbox"/>	Buddhist <input type="checkbox"/>	Christian <input type="checkbox"/> (including Church of England, Catholic, Protestant and all other Christian denominations)	Hindu <input type="checkbox"/>	Jewish <input type="checkbox"/>
Muslim <input type="checkbox"/>	Agnostic/No Religion <input type="checkbox"/>	Prefer Not to Say <input type="checkbox"/>	Prefer to Self-Describe <input type="checkbox"/> _____	Sikh <input type="checkbox"/>

Sexual Orientation		
Which best describes your sexual orientation		
Bisexual <input type="checkbox"/>	Gay <input type="checkbox"/>	Heterosexual <input type="checkbox"/>
Lesbian <input type="checkbox"/>	Prefer Not to Say <input type="checkbox"/>	Prefer to Self-describe <input type="checkbox"/> _____

What is your current work pattern		
Full Time <input type="checkbox"/>	Job Share <input type="checkbox"/>	Other <input type="checkbox"/> _____
Part Time <input type="checkbox"/>	Prefer Not to Say <input type="checkbox"/>	

Do You Have Caring Responsibilities		
None <input type="checkbox"/>	Primary carer of a child/children (under 18) <input type="checkbox"/>	Primary carer of disabled adult (18 and over) <input type="checkbox"/>
Primary carer of disabled child/children <input type="checkbox"/>	Primary carer of older person (65 and over) <input type="checkbox"/>	Prefer not to say <input type="checkbox"/>
Secondary Carer <input type="checkbox"/>		

Where Are You Currently Working		
Government <input type="checkbox"/>	Other <input type="checkbox"/> _____	Prefer Not to Say <input type="checkbox"/>
Private Sector <input type="checkbox"/>	Voluntary Sector <input type="checkbox"/>	Wider Public Service <input type="checkbox"/>

Where Did You Hear About This Position		
Facebook <input type="checkbox"/>	Instagram <input type="checkbox"/>	LinkedIn <input type="checkbox"/>
Other <input type="checkbox"/>	Prefer Not to Say <input type="checkbox"/>	RICS Employee <input type="checkbox"/>
RICS Website <input type="checkbox"/>	Twitter <input type="checkbox"/>	Word of Mouth <input type="checkbox"/>

Thank you for completing this form.

**The Royal Institution of Chartered Surveyors (RICS) is a chartered body incorporated in England by Royal Charter under company number RC000487, whose head office is at 12 Great George Street, Parliament Square, London SW1P 3AD*