**Equality and Diversity Monitoring Form**

Women’s Pioneer Housing is committed to recruiting, developing and retaining a workforce that reflects the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can ensure that our HR processes are fair, transparent, promote equality of opportunity for all staff, and do not have an adverse impact on any particular group.

Your cooperation in providing us with accurate data will ensure that we meet our legal obligations, but even more importantly will result in us designing and applying policies and processes that will attract and attain a diverse, talented and motivated workforce. Any information provided on this form will be treated as strictly confidential and will be used for statistical purposes only. No information will be published or used in any way which allows any individual to be identified.

**What is your sex?**

Female [ ]

Male [ ]

**What best describes your gender identity?**

Non-Binary [ ]

Prefer not to say [ ]

Female [ ]

Male [ ]

**Are you married or in a civil partnership?**

No [ ]

Yes [ ]

**What is your age group?**

Prefer not to say [ ]

34-39 [ ]

55-59 [ ]

65+ [ ]

60-64 [ ]

40-44 [ ]

45-49 [ ]

50-55 [ ]

30-34 [ ]

25-29 [ ]

16-24 [ ]

**How would you describe your nationality?**

Northern Irish [ ]

British [ ]

Other [ ]

Scottish [ ]

Welsh [ ]

English [ ]

If Other, please specify **………………………………………..**

**What is your ethnicity?**

White

English [ ]

Any other white background [ ]

Gypsy / Irish Traveller [ ]

Northern Irish [ ]

Roma [ ]

British [ ]

Irish [ ]

Scottish [ ]

Mixed or Multiple Ethnic Groups

White and Asian [ ]

Any other Mixed or Multiple Ethnic Background[ ]

White and Black African [ ]

White and Black Caribbean [ ]

Asian or Asian British

Chinese [ ]

Any other Asian background [ ]

Bangladeshi [ ]

Pakistani [ ]

Indian [ ]

Black, African, Caribbean, or Black British

Any other Black background [ ]

Caribbean [ ]

African [ ]

Any Other Ethnic Group

Any other Ethnic group [ ]

Arab [ ]

Prefer not to say [ ]

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

Prefer not to say [ ]

Any information you provide here will be for monitoring purposes only. If you need reasonable adjustment, then please contact HR. We will take reasonable steps to meet your particular needs.

No [ ]

Yes [ ]

**What is your sexual orientation?**

Heterosexual/Straight [ ]

Lesbian [ ]

Pansexual [ ]

Bisexual [ ]

Asexual [ ]

Gay [ ]

Prefer not to say [ ]

If you prefer to use your own identity, please specify …………………………………………………………………………

**What is your religion or Belief?**

Hindu [ ]

Any other religion [ ]

Prefer not to say [ ]

Jewish [ ]

Muslim [ ]

Sikh [ ]

Christian [ ]

Buddhist [ ]

No religion [ ]

**What is your current working pattern? *(for existing employees only)***

Prefer not to say [ ]

 **Do you have caring responsibilities? If yes, please tick all that apply.**

No Caring Responsibilities [ ]

Secondary Carer [ ]

Primary Carer of a disabled child/children [ ]

Prefer not to say [ ]

Primary Carer of a disabled adult (18+) [ ]

Primary Carer of a child/children (under 18)[ ]

Part-Time [ ]

Full-Time [ ]

Primary Carer of an older person/persons [ ]

**Where did you see this vacancy advertised?**

Guardian [ ]

Our Website [ ]

DWP [ ]

RICS [ ]

LinkedIn [ ]

Other [ ]

**If other, please specify ………………………………………………………………………………………………………………….**

|  |
| --- |
| By completing this form you have helped us better understand how we, as an employer, ensure equality of opportunity for all.Thank you for completing this form. |

HCCPS-DEC-2024