**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?**

Our Website

LinkedIn

NFP Jobs

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

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| 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. |

HR-JUNE-2025