## Equality and Diversity Monitoring Form

**Lighthouse Homes** aims to have a workforce that reflects the diversity of talent, abilities and skills of our communities. In line with the Equality Act 2010, we monitor the composition of our workforce to ensure that all those involved are treated equally and fairly.

If you do not wish to complete any section of this form, please tick the appropriate ‘Prefer not to say’ box.

This monitoring form will be detached from the application form prior to short listing. It will not be seen by those involved in the recruitment process. The information provided by you will be used for statistical purposes only to ensure that our recruitment processes uphold our commitment to equality and diversity.

The information you provide will be held in the strictest confidence and adhere to the provisions of the Data Protection Act 1998.

|  |  |
| --- | --- |
| **Name:** |  |
| **Job Ref:** |  |
| **Post applied for :** |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Age**: | [ ]  16 - 17  | [ ]  18 - 21  | [ ]  22 - 30  | [ ]  31 - 40  | [ ]  41 - 50  |
| [ ]  51 - 60  | [ ]  61 - 65  | [ ]  66 - 70  | [ ]  70 +  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Sex :** | [ ]  Male  | [ ] Female  | [ ]  Prefer not to say |
|  Is the sex you indicated the same as your sex at birth? [ ]  Yes [ ]  No |

| *Asian or**Asian British* | [ ]  | Bangladeshi | *Black or**Black British* | [ ]  | African |
| --- | --- | --- | --- | --- | --- |
| [ ]  | Indian | [ ]  | Caribbean |
| [ ]  | Pakistani | [ ]  | Other black background |
| [ ]  | Other Asian background |  |
| *Chinese* | *[ ]*  | Chinese | *Mixed* | [ ]  | White & Asian |
| [ ]  | White & Black African |
| [ ]  | White & Black Caribbean |
| [ ]  | Other mixed background |
| *White* | [ ]  | British | *Other ethnic group* | [ ]  | Other |
| [ ]  | Irish |
|  [ ]  | Other white background | Please specify: |

| Religion/Belief/Faith: |
| --- |
| Please specify your religion: |  [ ]  No religion | [ ]  Prefer not to say |

|  |
| --- |
| **Disability:** |
| *The Equality Act 2010 defines disability as "a physical or mental impairment which has a substantial & long term effect on a person’s ability to carry out normal day to day activities".* |
| Do you consider yourself to have a disability?  | [ ]  Yes | [ ]  No |  [ ]  Prefer not to say |
| If Yes, please state below any reasonable adjustments you require for the purposes of the recruitment process: |

**Thank you for assisting us by completing the Questionnaire**

|  |
| --- |
| ***Instructions:*** *Please do* ***NOT*** *circulate this form along with the application form for shortlisting.*  |

***Last Date Modified***: February 2020