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**Aelwyd Housing Equality Data Collection Form**

We aim to promote a positive environment and culture among our employees whereby everyone is valued, and no-one is treated less favourably for any reason that cannot be shown to be reasonably justified.

The diversity of individuals is fully respected and encouraged and as an organisation we pride ourselves on an inclusive organisational culture that embraces diversity, and promotes equality.

We operate both positive Disability Action and the Rooney Rule when recruiting, which means that if an individual from an ethnic minority background or living with a disability meets all of the essential shortlisting criteria, we guarantee that they will be offered a job interview.

To help us monitor whether this Policy is effective we ask that you complete the form below.

This information is stored separately from your application form, will not be kept longer than is necessary and will not be used to influence any decision on your possible employment with us.

**Section 1. How would you describe your gender identity?**

Male 🞏 Female 🞏 Transgender 🞏 Non Binary 🞏

Other (specify if you wish)………………………………………………………………..….

Prefer not to say 🞏

Section 2. Your religion or belief

|  |  |
| --- | --- |
| No religion 🞏 Buddhist 🞏 Muslim 🞏 Christian 🞏Hindu 🞏 Sikh 🞏 Jewish 🞏 Other (specify if you wish)………………………….………………………………………Prefer not to say 🞏Section 3. How would you describe your ethnic origin?White White British 🞏 Black British 🞏White European 🞏 Black Caribbean 🞏White Welsh 🞏 Black African 🞏White Irish 🞏 Other Black Background 🞏Other White Background 🞏 |     |
|  |  |

**Mixed Heritage or Mixed British Asian or Asian British**

Asian & White 🞏 Bangladeshi 🞏

Black African & White 🞏 Pakistani 🞏

Black Caribbean & White 🞏 Indian 🞏

Any other mixed background 🞏 Other Asian background 🞏

**Section 4. Please select your Age**

16-19 🞏

20-29 🞏

30-39 🞏

40-49 🞏

50-59 🞏

60-64 🞏

65+ 🞏

Prefer not to say 🞏

**Section 5. Sexual Orientation**

**Please select your Sexual orientation**

Bisexual 🞏

Gay Man 🞏

Gay Woman/Lesbian 🞏

Heterosexual/Straight 🞏

Other 🞏

Prefer not to say 🞏

**Section 6. Disability**

The Equality Act 2010 protects people with a disability who have a ‘physical or mental impairment, which has a substantial long-term, adverse effect on their ability to carry out normal day-to-day activities’. Long-term means 12 months or more.

(Please note this data is for monitoring purposes only. If you have a disability and need reasonable adjustments for your interview or to your working environment please contact Aelwyd).

Do you consider yourself to have a disability according to the definition in the Equality Act?

**Yes / No**

|  |
| --- |
| If yes please specify |