Equal Opportunities Monitoring Form

Peter Bedford Housing Association (PBHA) strives to be an equal opportunities organisation. We intend to ensure that all applicants receive equal treatment regardless of their age, disability, sex, gender reassignment, sexual orientation, marital/civil partnership status, race, religion or belief. The information you provide in this form will be kept separate from your application letter and CV, and will not be taken into account in the selection process. We will be only use it to monitor how particular groups of candidates fare at each stage of the recruitment process.

Please complete the form, and return electronically with your application to: hr.assistant@peterbedford.org.uk

# YOUR NAME:

# 1. Age Monitoring Information

Which one of the following age groups do you fall into?

< 19 [ ]  20-29 [ ]  30-49 [ ]  50 + [ ]

# 2. Gender Monitoring Information

# Are you? Male [ ]  Female [ ]  Transgender [ ]

# 3. Gender Identity

If you identify as transsexual, transgender (in that you have effected a permanent change of gender identity) or as intersex which group do you identify with?

Transsexual [ ]  Transgender [ ]  Intersex [ ]

# 4. Marital Status

Are you?

Co Habiting [ ]  Divorced [ ]  Married [ ]  Separated [ ]  Single [ ]

Civil Partnership [ ]

# 5. Nationality:

# 6. Ethnicity Monitoring Information

# What is your Ethnic Group?

Our ethnic background describes how we think of ourselves. This may be based on many things, for example, our language, culture, ancestry or family history.

Ethnic background is not necessarily the same as nationality or country of birth.

It is not possible to list all of the ethnic groups but those listed below reflect the largest ethnic groups in Hackney.

Please study the list and tick which is closest to how you see yourself, or write in a more specific group if you wish.

|  |  |
| --- | --- |
| A) White |  |
| British | [ ]  |
| Irish | [ ]  |
| Traveller of Irish heritage | [ ]  |
| Gypsy Roma | [ ]  |
| Turkish Cypriot/Turkish-speaking (including Kurdish) | [ ]  |
| Other Kurdish | [ ]  |
| Greek/Greek Cypriot | [ ]  |
| White Eastern European | [ ]  |
| White Other European | [ ]  |
| Any other White Background, (please specify if you wish.) Prefer not to say | [ ] [ ]  |
| B) Mixed |  |
| White and Black Caribbean | [ ]  |
| White and Black African | [ ]  |
| White and Asian | [ ]  |
| Any other Mixed background, (please specify if you wish.)Prefer not to say | [ ] [ ]  |
| C) Asian or Asian British |  |
| Indian |  [ ]  |
| Pakistani |  [ ]  |
| Bangladeshi |  [ ]  |
| Any other Asian background, (please specify if you wish.)Prefer not to say |  [ ]   [ ]  |
| D) Black or Black British |  |
| Caribbean | [ ]  |
| African – Somali  | [ ]  |
| African – Congolese  | [ ]  |
| African – Nigerian  | [ ]  |
| African – Ghanaian  | [ ]  |
| Other West African  | [ ]  |
| Any other Black background, (please specify if you wish.)  | [ ]  |
| Prefer not to say | [ ]  |
| E) Chinese or South East Asian / South East Asian British |  |
| Chinese | [ ]  |
| Vietnamese | [ ]  |
| Any other South East Asian background, (please specify if you wish.) | [ ]  |
| Prefer not to say | [ ]  |
| F) Any other Ethnic Group |  |
| Any other Ethnic Group, (please specify if you wish.) | [ ]  |

# 7. Disability Monitoring Information

Do you have a disability?

The definition of disability according to the Equality Act 2010, is:

“A physical or mental impairment, which has a substantial and long term adverse effect on his or her ability to carry out normal day-to-day activities”.

Long term in this definition is taken to mean more than 12 months.

This definition also includes long-term illness such as cancer and HIV or mental health.

|  |
| --- |
| Do you consider yourself to have a disability under the Disability Discrimination Act Definition? Yes [ ]  No [ ] Are you registered for Disability Living Allowance? Yes [ ]  No [ ]  |

To help us classify our results, please tick the definition(s) below which best describe your impairment.

|  |  |
| --- | --- |
| Hearing (deaf, partially deaf or hard of hearing) | [ ]  |
| Blind/ Visual Impairment | [ ]  |
| Mobility (wheelchair user, artificial lower limb(s), walking aids, rheumatism or arthritis etc.) | [ ]  |
| Mental Health Difficulties (substantial and lasting more than a year, severe depression, psychoses etc.) | [ ]  |
| Physical Co-ordination (manual dexterity, muscular control, e.g. cerebral palsy) | [ ]  |
| Reduced Physical Capacity (inability to lift, carry or otherwise move everyday objects, debilitating pain and lack of strength, breath, energy or stamina, e.g. asthma, angina or diabetes) | [ ]  |
| Physical Disability | [ ]  |
| Long Term Illness (such as cancer, HIV, multiple sclerosis) | [ ]  |
| Learning Difficulties (including specific learning difficulties such as dyslexia & dyspraxia) | [ ]  |
| Other Disability (Please Specify if you wish) | [ ]  |

# 8. Religion / Belief Monitoring Information

PBHA recognises that monitoring faith groups within the borough is a significant step to acknowledging the diversity of our service users’ / residents’ faith or beliefs and to understanding and responding to associated needs or issues.

Please tick a box from the list below which best describes your belief or faith:

|  |  |
| --- | --- |
| Christian | [ ]  |
| Orthodox Jewish / Charedi  | [ ]  |
| Other Jewish | [ ]  |
| Buddhist  | [ ]  |
| Muslim  | [ ]  |
| Hindu  | [ ]  |
| Sikh | [ ]  |
| No Religion | [ ]  |
| Other faiths/beliefs, please specify | [ ]  |
| Prefer not to say | [ ]  |

# 9. Sexual Orientation Monitoring Information

PBHA also recognises that monitoring the sexual orientation service of service users/residents/staff is important as it positively acknowledges the importance for everyone, of their own identity.

It also allows us to better understand and respond to specific needs or issues affecting bi-sexual, lesbian or gay people in Hackney and Islington.

Please tick the box from the list below that best describes you.

Are you:

|  |  |  |  |
| --- | --- | --- | --- |
| Heterosexual  | [ ]   | Lesbian  | [ ]   |
| Bi-sexual | [ ]   | Gay  | [ ]   |
| Prefer not to say | [ ]   |  |

# 10. Lived Experience

Do you have Lived Experience?

The definition of ‘Lived Experience’, means “Lived experience of using services for homeless people or people with mental health, substance misuse, offending or learning difficulties”.

Yes [ ]  No [ ]  Prefer Not To Say [ ]

**Data Protection Act 1998**

|  |
| --- |
| I understand the information provided will be processed and I hereby give my consent for data processing under the Data Protection Act 1998.  |
| Signed:       | Date:       |

*Peter Bedford Housing Association Limited is a housing association with charitable aims registered under the Industrial and Provident Societies Act (No. 20037R) and a registered provider with the Homes and Communities Agency (No. LH0888).*