

# Equal Opportunities Monitoring Form

at home with...



## Policy

It is the policy of the housing association to provide equal opportunities in the fields of recruitment, training and promotion. All decisions in these areas will be made with regard to the requirements of the job and shall not be influenced by any consideration of race, colour, creed, religious belief, political belief, ethnic or national origin, disabilities, age, sex, sexual orientation or marital status. This information will not be used by those involved in selection and is for statistical purposes only. It will be separated from your job application and will be treated as confidential.

Post title:

Surname:

Initial:

## Ethnic origin

**White**      British  
                  Irish

**Black or Black British**      African  
  Caribbean

**Asian or Asian British**      Bangladeshi  
  Indian  
  Pakistani

**Mixed**      White/Asian  
                  White/Black African  
                  White/Black Caribbean

Chinese

Arab, Scottish

Polish

Arab, British

Prefer not to say

Other, please specify:

## Age

16-24      25-34      35-44      45-54      55-64      65+

## Gender

Male      Female      Prefer not to say

Before ticking the appropriate box below, please first read the definition of disability. The definition of disability, as outlined in the Equality Act 2010 is as follows:

**'A physical or mental impairment, which has a substantial and long term adverse effect on a person's ability to carry out normal day-to-day activities.'**

To be protected under the Act:

- An individual must have an impairment which can be physical or mental.
- It has to be substantial, that is something more than minor or trivial.
- It needs to be long term, ie the impairment has lasted or is likely to last in total for at least twelve months or is likely to last for the rest of the life of the person affected.

**And;** it must affect their day to day activities on a regular basis

The effect an impairment may have on day to day activities is defined in the Acts as falling within the following categories:

- Mobility
- Physical co-ordination
- Memory or ability to concentrate, learn or understand
- Continence
- Manual dexterity
- Ability to lift, carry or otherwise move everyday objects
- Speech, hearing or eyesight

**Or;** perception of the risk of physical danger

## **Disability**

**Do you consider yourself to have a disability**

**Yes                      No                      Prefer not to say**

**Physical impairment**

**Visual impairment**

**Hearing impairment**

**Speech impairment**

**Learning disability**

**Long standing illness**

**Mental health condition**

**Other, please state:**

## **Data Protection Act**

I hereby give my consent for the recruitment monitoring information provided on this form to be held on computer or other relevant filing systems and to be shared with other accredited organisations or agencies in accordance with the Data Protection Act 1998.

**Signed:**

**Date:**