



## Equality and Diversity Monitoring

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World Habitat confirms its commitment to a comprehensive policy on equality and diversity in employment in which individuals are selected and treated on the basis of their relevant merits and abilities and are given equal opportunities. The aim of this policy is to ensure that no job applicant or employee should receive less favourable treatment on any grounds cited in the Equalities Act 2010. World Habitat is committed to a programme of action to make this policy fully effective.

To enable World Habitat to pursue this policy effectively and to meet other legal requirements, it is necessary to monitor applicants and appointees to its posts. To ensure that we have the most accurate information for this purpose it is important that all applicants complete the questionnaire below. *Please put a cross in the appropriate box if completing by hand or against the correct answer if completing electronically.*

Responses will be treated in the strictest confidence and will be separated from your application on receipt. No information will be used in the appointment procedure. It will form a confidential database, which will be used in statistical analysis only. If you would like the form in an alternative format or would like help in completing the form, please contact a member of staff.

### Ethnicity

Please state what you consider your ethnic origin to be. Ethnicity is distinct from nationality and the categories below are based on the 2001 Census in alphabetical order.

<p><b>Asian</b></p> <p><input type="checkbox"/> Indian</p> <p><input type="checkbox"/> Pakistani</p> <p><input type="checkbox"/> Bangladeshi</p> <p><input type="checkbox"/> Any other Asian background (please write in)</p>	<p><b>Black</b></p> <p><input type="checkbox"/> Caribbean</p> <p><input type="checkbox"/> African</p> <p><input type="checkbox"/> Any other Black background (please write in)</p>	<p><b>Chinese or other ethnic group</b></p> <p><input type="checkbox"/> Chinese</p> <p><input type="checkbox"/> Any other ethnic group (please write in)</p>
<p><b>Mixed</b></p> <p><input type="checkbox"/> White and Black Caribbean</p> <p><input type="checkbox"/> White and Black African</p> <p><input type="checkbox"/> White and Asian</p> <p><input type="checkbox"/> Any other mixed background (please write in)</p>	<p><b>White</b></p> <p><input type="checkbox"/> English</p> <p><input type="checkbox"/> Irish</p> <p><input type="checkbox"/> Scottish</p> <p><input type="checkbox"/> Welsh</p> <p><input type="checkbox"/> Romany Gypsy or Irish Traveller</p> <p><input type="checkbox"/> Any other White background (please write in)</p>	<p><input type="checkbox"/> Rather not say</p>

**Age**

Date of birth _____ <input type="checkbox"/> Rather not say
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**Disability**

<p>The Disability discrimination Act 1995 defines a person as disabled if they have a physical or mental impairment which has a substantial and long term (i.e. has lasted or is expected to last at least 12 months) adverse effect on one's ability to carry out normal day to day activities. This could include conditions such as cancer, HIV, mental illness and learning disabilities.</p> <p>Do you consider yourself to have a disability according to the above definition</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Rather not say</p>
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**Gender**

<input type="checkbox"/> Male	<b>Transgender</b> <input type="checkbox"/> F to M <input type="checkbox"/> M to F	<input type="checkbox"/> Rather not say
<input type="checkbox"/> Female		

**Faith**

Which group below do you most identify with?

<input type="checkbox"/> No religion	<input type="checkbox"/> Baha'i	<input type="checkbox"/> Buddhist
<input type="checkbox"/> Christian	<input type="checkbox"/> Hindu	<input type="checkbox"/> Jain
<input type="checkbox"/> Jewish	<input type="checkbox"/> Muslim	<input type="checkbox"/> Sikh
<input type="checkbox"/> Other (please write in)	<input type="checkbox"/> Rather not say	

**Sexual orientation**

How would you describe your sexual orientation?

<input type="checkbox"/> Bisexual	<input type="checkbox"/> Gay man	<input type="checkbox"/> Heterosexual or 'straight'
<input type="checkbox"/> Lesbian	<input type="checkbox"/> Other	<input type="checkbox"/> Rather not say

**Thank you for completing this form.****How to return this form:**Please send the completed form either by email to [recruitment@world-habitat.org](mailto:recruitment@world-habitat.org) or by post to

Ms Sharon Smith, World Habitat, Memorial Square, Coalville, Leicestershire, LE67 3TU

If you return the monitoring form together with your application form, it will be separated from your application as soon as it arrives. No information from this form will be used in the appointment process.