**Equality Monitoring Form: Osprey Housing**

Osprey Housing uses this information to review compliance with its policies on equal opportunity in relation to recruitment. We will use this data to inform our statistics on the representation of the categories of individual as shown below. We will treat all personal information in line with current data protection legislation and our privacy policy.

Your personal data may be held in a computerised system. The information you provide will only be used for monitoring purposes, it will be treated in strict confidence and will not form part of the interviewing process. This form will be detached from your application on receipt and will be kept separately.

In order for us to process this information and to comply with data protection legislation, we require your consent. You are not required to give your consent; you acknowledge that any consent given is freely given. Your job application is not dependent on your giving consent to our processing of this data.

Including your signature below will signify your consent to our processing of this information. Once you have given consent, you may withdraw it at any time by contacting *cruxton@ospreyhousing.org.uk*

|  |  |
| --- | --- |
| **Signature:** |  |
| **Date:** |  |

**Protected Characteristic: Age**

|  |  |
| --- | --- |
| **What is your age** |  |
| **Prefer not to say:** |

**Protected Characteristic: Belief or religion**

Please tell us what best describes your belief or religion from the list below?

|  |  |
| --- | --- |
| No specific belief in religion (for example, atheism or agnostic): |  |
| Other belief (for example, humanism): |  |
| **Prefer not to say:** |

Religious belief (Please insert an X at the relevant religious belief box, using the checklist below)

|  |  |
| --- | --- |
| Buddhism: |  |
| Christianity; |  |
| Catholic: |  | Protestant: |  | Other: |  |
| Hinduism: |  |
| Islam: |  |
| Judaism: |  |
| Sikhism: |  |
| Other religion (please state what this is):  |  |
| **Prefer not to say:** |

Please use the space below to advise us if you have any particular requirements relating to your beliefs or religion.

|  |
| --- |
|  |
| Alternatively, please insert an X in this box if you want to discuss this matter in confidence:  |  |
| **Prefer not to say:**  |

**Protected Characteristic: Disability**

|  |  |  |
| --- | --- | --- |
| Are you a disabled person?  | Yes | No |
| **Prefer not to say:** |

If yes, we will contact you to discuss and arrange reasonable adjustments to address your particular requirements.

Please tell us which category you would use from the following list:

|  |  |
| --- | --- |
| Autoimmune: (for example, multiple sclerosis, HIV, Crohn’s/ulcerative colitis) |  |
| Learning difficulties: (for example, Down’s Syndrome) |  |
| Mental health issues: (for example, depression, bi-polar) |  |
| Neurodivergence conditions: (for example, autistic spectrum, Dyslexia, dyspraxia) |  |
| Physical impairments: (for example, wheelchair-user, cerebral palsy) |  |
| Sensory impairments: (hearing impairment)  |  |
| Sensory impairments: (visual impairment)  |  |
| Other: If none of the categories above apply to you, please specify the nature of your impairment. |  |
| **Prefer not to say:** |

Please use the space below to advise us if you have any particular requirements.

|  |  |
| --- | --- |
| Alternatively, please insert an X in this box if you want to discuss this matter in confidence:  |  |
|  |

**Note**: We ask this question so that we can make reasonable adjustments to address your specific needs through the recruitment process as appropriate.

**Protected Characteristic: Ethnicity**

Within the Equality Act 2010, race includes colour, nationality and ethnic origins (ethnicity). In this section, we make use of all three terms in line with the national census. Please insert an X at the box that best describes your particular group.

**African**

|  |  |
| --- | --- |
| African, African Scottish or African British: |  |
| Other African background (please specify): |  |

**Asian, Scottish Asian or British**

|  |  |
| --- | --- |
| Bangladeshi, Bangladeshi Scottish or Bangladeshi British: |  |
| Indian, Indian Scottish or Indian British: |  |
| Pakistani, Pakistani Scottish or Pakistani British: |  |
| Chinese, Chinese Scottish or Chinese British: |  |
| Other Asian background (please specify: |  |

**Black or Caribbean**

|  |  |
| --- | --- |
| Caribbean, Caribbean Scottish or Caribbean British  |  |
| Black, Black Scottish or Black British |  |
| Other Caribbean or Black background (please specify) |  |

**Mixed groups**

|  |  |
| --- | --- |
| Mixed or multiple ethnic group (please specify) |  |

**White**

|  |  |
| --- | --- |
| Scottish: |  |
| English: |  |
| Northern Irish: |  |
| Welsh: |  |
| Gypsy or Irish Traveller: |  |
| Polish: |  |
| Roma: |  |
| Other group (for example, French, German, Swedish etc): Please specify  |
| **Prefer not to say:** |

**Protected Characteristic: Marriage and Civil Partnership**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Are you presently in a civil partnership? | Yes |  | No |  |
| Are you presently married? | Yes |  | No |  |
| **Prefer not to say**  |

**Protected Characteristic: Pregnancy and Maternity**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Are you pregnant? | Yes |  | No |  |
| Have you taken maternity or paternity leave in the past year? | Yes |  | No |  |
| **Prefer not to say**  |

**Protected Characteristic: Sex**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| What is your sex (assigned at birth) | Female |  | Male |  | Intersex  |  |
| **Prefer not to say**  |

**Protected Characteristic: Gender Re-assignment (Trans/Transgender)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Do you consider yourself to be a trans person? | Yes |  | No |  |
| **Prefer not to say**  |

**Protected Characteristic: Sexual Orientation**

What is your sexual orientation?

|  |  |
| --- | --- |
| Bi/bisexual |  |
| Gay man |  |
| Heterosexual/straight |  |
| Lesbian |  |
| Other  |  |
| **Prefer not to say** |

**General**

|  |  |
| --- | --- |
| Please mark this box if there are any issues that you want to discuss with us in confidence in relation to our equality monitoring  |  |