

## EQUAL OPPORTUNITIES MONITORING FORM

Applicant No

Society is made up of different groups and individuals of different backgrounds, abilities and interests. Recognising diversity is the first step in delivering services that are accessible and appropriate for everyone on an equal basis.

South Essex Homes aims to give all groups and individuals a chance to learn, work and live free from discrimination, fear of harassment, victimisation and violence. We believe that everyone should have the opportunity to participate in work and social activities and to have access to the services they need.

This does not, however, mean treating everyone the same, as different groups and individuals have differing needs. Looking at diversity helps to identify barriers that make it more difficult for certain groups to be heard, gain employment, promotion and get access to services. South Essex Homes promotes positive action.

It is important for South Essex Homes to address equality and diversity issues and to comply with current legislation and good practice. We recognise the need to build good links with communities in the local area and to respond in a flexible and sensitive way to local needs and issues. Therefore, by appreciating diversity and implementing equality policies, we aim to eliminate barriers to equal treatment for groups.

We strive to create an environment where people from different backgrounds work together harmoniously.

### CONFIDENTIALITY

The information that you provide will be treated in the utmost confidence and used for statistical purposes and kept in accordance with the Data Protection Act 1998.

The information provided will become part of your personal record as an employee of South Essex Homes and will be entered on South Essex Homes secure personnel database. This information will help monitor the effectiveness of South Essex Homes' Equal Opportunities Policy and will be reported to authorised agencies such as the Office of National Statistics, but only in the form of overall statistics and will not contain information that can be traced to named individuals.

### SECTION 1 - HOW DID YOU BECOME AWARE OF THIS VACANCY?

**It would be helpful to us if you could indicate how you became aware of this vacancy by ticking the appropriate box.**

- Internal Vacancy
- Specialist/Trade Magazine
- Local/Free Newspaper
- National Press
- South Essex Homes Internet

- Job Centre
- Other (please specify)

## SECTION 2 - EQUAL OPPORTUNITIES MONITORING FORM

Post Applied For	<input type="text"/>	
Preferred Title	<input type="text"/>	
First Name(s)	<input type="text"/>	Last Name <input type="text"/>
Date of Birth	<input type="text"/>	

## SECTION 3 - GENDER IDENTITY (please tick box)

Male  Female

Is your gender identity the same as the gender you were assigned at birth? YES  NO

Do you live and work full time in the gender role opposite to that assigned at birth? YES  NO

Prefer not to say

## SECTION 4 - EQUALITY ACT

Under the Equality Act a person is considered to have a disability if he/she has a physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day to day activities. Since 2005, people with HIV, cancer and multiple sclerosis (MS) are covered by the Equality Act.

Do you have a long-standing illness or disability? YES  NO

Does the illness or disability limit your activities in any way? YES  NO

**If yes, please detail below:**

<input type="checkbox"/> Hearing impairment	<input type="text"/>
<input type="checkbox"/> Visual impairment	Not corrected by spectacle or contact lenses
<input type="checkbox"/> Speech impairment	<input type="text"/>
<input type="checkbox"/> Mobility impairment	<input type="text"/>
<input type="checkbox"/> Physical co-ordination difficulties	Includes, for example, problems of manual dexterity and of muscular control, eg incontinence, epilepsy
<input type="checkbox"/> Reduced physical capacity	Includes debilitating pain & lack of strength, breath, energy / stamina eg from asthma, angina, diabetes
<input type="checkbox"/> Severe disfigurement	<input type="text"/>
<input type="checkbox"/> Learning difficulties / mental impairment	Includes the mental inability to perceive the risk of physical danger
<input type="checkbox"/> Mental illness	Substantial and long lasting, eg more than a year. Could include clinical depression
<input type="checkbox"/> Other (Please specify)	<input type="text"/>

## SECTION 5 - ETHNICITY (Please tick one box only)

### A White British

- English       Scottish       Welsh       Irish
- Any other White background, please write in

### B Mixed

- White and Black Caribbean       White and Black African       White and Asian
- Any other Mixed background, please write in

### C Asian, Asian British, Asian English, Asian Scottish, or Asian Welsh

- Indian       Pakistani       Bangladeshi
- Any other Asian background, please write in

### D Black, Black British, Black English, Black Scottish, Black Welsh

- Caribbean       African
- Any other Black background, please write in

### E Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh, or Other Ethnic Group

- Chinese       Any other background, please write in

## SECTION 6 - HOW WOULD YOU DEFINE YOUR SEXUAL ORIENTATION?

- Bi-sexual       Gay       Lesbian
- Heterosexual       Other       Prefer not to say

## SECTION 7 - HOW WOULD YOU DEFINE YOUR RELIGIOUS ORIENTATION?

- Christian       Jewish       Hindu
- Muslim       Buddhist       Sikh
- Other religion       No religion       Prefer not to say

Thank you for completing this form. Please return in the envelope provided. Do not enclose with your application form.