**Cernach Housing Association**

**Equality information – Operations Manager**

To help us monitor our equality and diversity policy and the effectiveness of our recruitment practices, we would like you to answer the following questions. This information will not be circulated to the interview panel and will only be used for statistical purposes. This form shall be retained for a period outlined within the Association’s data protection & access to personal information policy unless you request that it be removed sooner.

Completion of this form is entirely voluntary and will have no bearing on whether or not you are selected for interview or are offered the post. Please do not attach this form to your application form – if submitting electronically, please attach as a separate file.

1. Where did you see the post advertised?

2. Are you:

|  |  |
| --- | --- |
| Single (including separated, widowed or divorced) | ❑ |
| Living with a partner (including marriage, civil partnership or co-habitation) | ❑ |
| Prefer not to say | ❑ |

3. Please note your age group:

|  |  |
| --- | --- |
| 16 – 24 | ❑ |
| 25 – 34 | ❑ |
| 35 – 44 | ❑ |
| 45 – 54 | ❑ |
| 55 – 64 | ❑ |
| 65 – 74 | ❑ |
| 75 or over | ❑ |
| Prefer not to say | ❑ |

4. Please note your sex:

|  |  |
| --- | --- |
| Male | ❑ |
| Female | ❑ |
| Intersex/Non-binary | ❑ |
| Prefer not to say | ❑ |

5. Do you consider yourself to be a transgender person?

|  |  |
| --- | --- |
| Yes | ❑ |
| No | ❑ |
| Prefer not to say | ❑ |

6. Please note your sexual orientation:

|  |  |
| --- | --- |
| Heterosexual | ❑ |
| Homosexual | ❑ |
| Bisexual | ❑ |
| Other | ❑ |
| Prefer not to say | ❑ |

7. Are you:

|  |  |
| --- | --- |
| Atheist or agnostic | ❑ |
| Church of Scotland/England | ❑ |
| Hindu | ❑ |
| Jewish | ❑ |
| Muslim | ❑ |
| Roman Catholic | ❑ |
| Sikh | ❑ |
| Other | ❑ |
| Prefer not to say | ❑ |

8. Disability:

|  |  |
| --- | --- |
| Do you consider yourself to have a disability? | |
| Yes | ❑ |
| No | ❑ |
| Unsure | ❑ |
| Prefer not to say | ❑ |
|  |  |

|  |
| --- |
| Under the Equality Act 2010, a person has a disability if they have a physical or mental impairment that has a “substantial” and “long-term” negative effect on their ability to do normal daily activities.  For the purposes of the Act, these words have the following meanings:   * **Substantial** means more than minor or trivial. * **Long-term** means that the effect of the impairment has lasted or is likely to last for at least twelve months.   A progressive condition is one that gets worse over time. People with progressive conditions can be “disabled” under the terms of the Act. Anyone diagnosed with the HIV infection, cancer or multiple sclerosis automatically meets the “disability” definition under the Act. |

9. Ethnicity – are you:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **White** | | **Asian, Asian Scottish or Asian British** | | **Black, Black Scottish or Black British** | | **Other Ethnic Background** | |
| White Scottish | ❑ | Indian | ❑ | Caribbean | ❑ | Arab | ❑ |
| White English | ❑ | Pakistani | ❑ | African | ❑ | Arab Scottish | ❑ |
| White Welsh | ❑ | Bangladeshi | ❑ | Other black background | ❑ | Arab British | ❑ |
| White Northern Irish | ❑ | Chinese | ❑ |  |  | Any other group | ❑ |
| White British | ❑ | Other Asian background | ❑ |  |  |  |  |
| White Irish | ❑ |  |  |  |  |  | |
| Gypsy/traveler | ❑ |  |  |  |  |
| Polish | ❑ |  | | | | | |
| Other white background | ❑ |
| Mixed or Multiple Ethnic Background | ❑ |