



# Diversity Monitoring

In order that Reside can monitor the effectiveness of our advertising strategies and recruitment programmes to ensure they are open to all sections of the community, we have designed a Diversity Questionnaire with the intention of having a separate, confidential record of your name, where you obtained information about the vacancy you applied for and information about the protected characteristics within the Equality Act 2010 listed below:

- Age
- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation

The information contained in this questionnaire will be treated as confidential and will be used for monitoring purposes. This information will not be seen by any person involved in selection for the post for which you are applying.

## Your Information

The General Data Protection Regulation (GDPR) and the Data Protection Act 2018 gives rights to individuals in respect of personal data held about them by others and as directed by the Act, you should know the following:

Reside Housing Association is the Data Controller and is registered with the Information Commissioner.

The diversity information you provide will enable Reside to monitor the effectiveness of our Equal Opportunities Policy and meet our legal obligations under the Equality Act 2010. Effective monitoring is an important tool for measuring performance and progress towards equality and diversity goals and in ensuring a truly inclusive working environment. This information is only used for research and statistical analysis.

Diversity information is defined by the GDPR as “special category”. It is not mandatory to supply “special category” information, but should you do so it will not affect your application in any way.

The information you give will be held on both manual and electronic systems by Reside.

Thank you for your co-operation.



## Diversity Monitoring Form

Name: \_\_\_\_\_

Position applied for: \_\_\_\_\_

### AGE

What is your age? Please mark 'X' in one box only

16-19	<input type="checkbox"/>	20-24	<input type="checkbox"/>
25-29	<input type="checkbox"/>	30-34	<input type="checkbox"/>
35-39	<input type="checkbox"/>	40-44	<input type="checkbox"/>
45-49	<input type="checkbox"/>	50-54	<input type="checkbox"/>
55-59	<input type="checkbox"/>	60-64	<input type="checkbox"/>
65+	<input type="checkbox"/>		<input type="checkbox"/>

### DISABILITY

A disabled person is defined under the Equality Act 2010 as someone with a **'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day-to-day activities.'**

Do you consider yourself to be disabled under the Equality Act 2010? Please mark 'X' in the appropriate box.

YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
PREFER NOT TO SAY	<input type="checkbox"/>	DON'T KNOW	<input type="checkbox"/>

If **YES**, please answer the following question; otherwise proceed to the next section. Please indicate by marking 'X' in the appropriate box, mark all that apply.

	<input type="checkbox"/>	Hearing impairment		<input type="checkbox"/>	Mental ill health
<b>B</b>	<input type="checkbox"/>	Visual impairment	<b>F</b>	<input type="checkbox"/>	Learning difficulties
<b>C</b>	<input type="checkbox"/>	Speech impairment	<b>G</b>	<input type="checkbox"/>	Progressive conditions
<b>D</b>	<input type="checkbox"/>	Mobility impairment	<b>H</b>	<input type="checkbox"/>	Other

## ETHNIC ORIGIN

Reside wants to ensure that all applicants are treated equally whatever their race, colour or ethnic origin. To do this we need to know about the ethnic origin of people who apply to join us. belong. Please mark 'X' in the box below as appropriate.

### **White**

English  Welsh  Scottish  Northern Irish  Irish

British  Gypsy or Irish Traveller  Prefer not to say

Any other white background, please write in:

### **Mixed/multiple ethnic groups**

White and Black Caribbean  White and Black African  White and Asian  Prefer not to say  Any other mixed background, please write in:

### **Asian/Asian British**

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say

Any other Asian background, please write in:

### **Black/ African/ Caribbean/ Black British**

African  Caribbean  Prefer not to say

Any other Black/African/Caribbean background, please write in:

### **Other ethnic group**

Arab  Prefer not to say  Any other ethnic group, please write in:

## SEX

Please state your sex:

Female

Male



**ADVERTISING EFFECTIVENESS**

**YOUR  
NAME:**

**JOB APPLIED  
FOR :**

Reside internally monitors the effectiveness/impact of advertising vacancies and is constantly seeking to put the various forms of advertising to the best use to attract as diverse a range of candidates as possible.

We recognise that you may have learnt about the vacancy from various sources, but we want to know how you became aware of this vacancy.

**HOW DID YOU GET DETAILS OF THIS VACANCY?** Please mark 'X' in the appropriate box(es) below:

**Website**

(Please specify from which website(s) you saw the advert)

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**Word of Mouth**