



## Equal Opportunities Monitoring

Fairoak Housing Association is committed to a policy of equality of opportunity throughout all aspects of its work including the services it provides to its customers and in its employment practices.

Fairoak Housing Association will promote positive action to ensure that under-represented groups are enabled and encouraged to take advantage of employment opportunities with us. Employees are selected solely on merit, irrespective of gender, age, marital status, race, colour, nationality, ethnic or national origin, religion, disability and sexual orientation.

Completion of this form is not compulsory, however, information provided will be held separately from your application form and will be used for monitoring purposes only. Those directly involved with the recruitment process will not view this form.

Your name:	
Your date of birth:	
Position applied for:	
What best describes your gender?	Male / Female / Non Binary / Prefer not to say / Unsure
Do you have a disability?	Yes / No
If you do consider yourself to have a disability, please complete Disability Monitoring form at the end of this document. The Disability Discrimination Act 1995 defines disability as: <i>“a physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities”</i> .	
Please state your ethnic origin:	
<b>Ethnic Origin Guidance Notes:</b> <i>Classification by ethnic origin enables people to identify with the area of the world they feel most strongly linked with, whether through family or cultural ties or religious beliefs. Your ethnic origin is therefore irrespective of your nationality, citizenship or place of birth. The ethnic origin groups are as follows:</i>	
<b>Asian, Asian British or Arab</b> Indian Pakistani Bangladeshi Arab	<b>Black, Black British, Caribbean or African</b> Caribbean African Any other Black, Black British or Caribbean background
<b>Mixed or Multiple Ethnic Groups</b> White and Black Caribbean White and Black African White and Asian Any other Mixed or multiple ethnic background	<b>White</b> English, Welsh, Scottish, Northern Irish or British Irish Gypsy or Irish Traveller Roma Any other White background



## Disability Monitoring Form

The following information is needed so all applicants who have a disability and meet the minimum criteria for this position, are offered an interview. If you answered Yes to the question "Do you consider yourself to have a disability", please indicate the type of disability you consider yourself to have below:

	Primary Disability	Secondary Disability	Office Use
Problems with arms, hands			01
Problems with legs, feet			02
Problems with neck, back			03
Difficulty in seeing			04
Difficulty in hearing			05
Speech impediment			06
Skin conditions, allergies			07
Chest, breathing problems			08
Heart, blood pressure			09
Stomach, liver, kidney, digestion			10
Diabetes			11
Mental illness			12
Epilepsy			13
Learning difficulties			14
Progressive illness not covered above			15
Other disability (see below)			16
Prefer not to say			00
Should you feel it necessary, please supply further details:			
Are there any special arrangements or adaptations you would like us to make if you are selected for an interview?			