**Board recruitment monitoring form**

Innisfree Housing Association is an equal opportunity employer and are fully committed to a policy of treating all our Board Members and applicants equally.

We will take all reasonable steps to employ, train and promote Board Members on the basis of their experience, abilities and qualifications, without regard to race, religion or belief, sex, sexual orientation, pregnancy or maternity, gender reassignment, age, marriage and civil partnership or disability (the Protected Characteristics).

In order to monitor the effectiveness of our recruitment practices, we ask all applicants to assist us by providing the information below. Completion of any or all the questions is NOT a requirement for the application, but we would appreciate your co-operation. This form will be kept strictly confidential and will not be used as any part of the selection process.

By completing and returning this form, you are consenting to Innisfree Housing Association processing this information for general monitoring purposes to enable us to assess the effectiveness of our equal opportunities policy. If you are employed, the information will be kept and used for ongoing internal monitoring of the diversity within Innisfree.

**Name:**

**Gender**

Female Male Transgender Other

**Sexuality**

|  |  |  |
| --- | --- | --- |
| Heterosexual | Bisexual |  |
| Gay Man  Other | Lesbian  Please specify**……………………………………** | |

**Ethnic Origin**

Please indicate which ethnic group you consider yourself to belong to by ticking the appropriate box and if you choose “other” in any group then please add further details in the space provided.

White – English / Welsh / Scottish / Northern Irish / British

White – Irish

White – Gypsy or Irish Traveller

White – Any other White background

Mixed / Multiple ethnic group – White and Black Caribbean

Mixed / Multiple ethnic group – White and Black African

Mixed / Multiple ethnic group – White and Asian

Mixed / Multiple ethnic group – Any other mixed/multiple ethnic background

Asian / Asian British – Indian

Asian / Asian British – Pakistani

Asian / Asian British – Bangladeshi

Asian / Asian British – Chinese

Asian / Asian British – Any other Asian background

Black / African / Caribbean / Black British – African

Black / African / Caribbean / Black British – Caribbean

Black / African / Caribbean / Black British – Any other Black / African / Caribbean background

Other ethnic group – Arab

Other ethnic group – Any other ethnic group

Any other

Not known

**Religion**

None Jewish

Buddhist Muslim

Christian Sikh

Hindu Any other religion - please state

**…………………………………..**

**Disability**

Innisfree Housing Association uses the following definition which defines disability as:

**“A physical or mental impairment which has substantial and long term adverse effects on a person’s ability to carry out normal day to day activities”.**

Do you consider yourself to be disabled as defined above?

**Yes** **No**

**Age**

16-18 40- 49 70 - 79

19-25 50- 59 80 +

26-39 60- 69

**5. Where did you hear about this vacancy?**