

Equality and Diversity Information

Innisfree are committed to reflecting the diversity of our communities and for this recruitment process, we are using the approach recommended by the National Housing Federation in their Inclusive Recruitment Toolkit. The approach includes asking a broader range of questions, partly based on the new Census questions, to help us ensure our Board and staff team reflect the communities we serve. We would encourage all applicants to complete the survey but respect that some of us would “prefer not to say” in response to some of the questions. The collection of the data will be treated as strictly confidential and used for monitoring and statistical purposes only.

1. Age: How old are you?

- 16-24 25-34 35-44
 45-54 55-64 65+

2. Sex: Which one of the following best describes your sex? This should be your sex as described on your birth certificate or gender recognition certificate.

- Female Male I prefer not to say

3. Gender identity: Is the gender you identify with the same as your sex registered at birth?

- Yes No

If no, which of the following best describes your gender identity?

- Trans(gender) woman Trans(gender) man Non-binary
 I prefer not to say
 Gender identity not listed, please describe: _____

4. Marital status and living arrangements: Are you...

- Single, that is never married
 Married and living with your husband/wife
 A civil partner in a legally recognised civil partnership
 Married and separated from your husband/wife
 In a legally recognised Civil Partnership and separated from your civil partner
 Divorced
 Formerly a civil partner, the Civil Partnership now legally dissolved
 Widowed
 Surviving partner from civil partnership
 Living with someone as a couple

If living with someone as a couple (whether cohabiting, married or in a civil partnership), is this person...

- The same sex as you A different sex

5. Ethnicity: What is your ethnic group?

White:

- English, Welsh, Scottish, Northern Irish or British
- Irish
- Gypsy or Irish Traveller
- Roma
- Any other White background, please describe: _____

Mixed or Multiple ethnic groups:

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed or Multiple background, please describe: _____

Asian or Asian British:

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background, please describe: _____

Black, African, Caribbean or Black British:

- African
- Caribbean
- Any other Black, Black British, Caribbean or African background, please describe: _____

Other ethnic group:

- Arab
- Any other ethnic group, please describe: _____
- I prefer not to say

6. Religion: What is your religion?

- No religion
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion, please specify: _____
- I prefer not to say

7. Disability: *Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?*

- Yes No Don't know

(If yes) Do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?

- Yes, a lot Yes, a little Not at all

8. Caring responsibilities: *Do you have children under the age of 18 years in full-time education who live with you at least part of the time? This could include biological children, adopted children or stepchildren. It does not include children aged 16 to 18 years who have a spouse, partner or their own child living in the household.*

- Yes No I prefer not to say

Do you look after, or give any help or physical support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age? Do not include paid employment.

- Yes No I prefer not to say

9. Sexual orientation: *Which of the following best describes your sexual orientation?*

- Straight/Heterosexual
 Gay or lesbian
 Bisexual
 Other sexual orientation
 I prefer not to say

10. Socio-economic background: *What was the occupation of your main household earner when you were aged about 14?*

Modern professional & traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.

Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.

Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.

Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.

Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.

Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).

Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.

Other such as: retired, this question does not apply to me, I don't know

I prefer not to say

11. Education: *Which type of school did you attend for the most time between the ages of 11 and 16?*

A state-run or state-funded school

Independent or fee-paying school

Independent or fee-paying school, where I received a bursary covering 90% or more of my tuition

Attended school outside the UK

I don't know

I prefer not to say

If you finished school after 1980, were you eligible for free school meals at any point during your school years?

Yes

No

Not applicable (finished school before 1980 or went to school overseas)

I don't know

I prefer not to say