



Harrow Council is committed to ensuring people are treated fairly. We recognise that our job applicants, employees and service users have different backgrounds and/or needs and we continuously work towards creating a culture and practices that recognise, respect, value and harness difference for the benefit of all.

This diversity monitoring form is used by service users/residents, employees and job applicants. By completing this form you are helping us to:

- Understand the demographics of job applicants and employees to ensure we are applying equality of opportunity for all, including those with criminal records
- Better understand our service users / residents and shape services to meet their specific needs
- Identify and address any barriers / issues individuals may experience when accessing our services (including information about our services)
- Ensure our policies, processes and services are accessible to everyone who uses them

Data Protection – it is your choice whether you provide this information. Your replies will not be used in a way that identifies you or used for any other purpose.

**Age** - What is your age group?

Under 16	<input type="text"/>	16 – 24 years	<input type="text"/>
25 – 44 years	<input type="text"/>	45 – 64 years	<input type="text"/>
65 & over	<input type="text"/>		

**Disability** – Are your day-to-day activities limited because of a health problem or disability which has lasted or is expected to last at least 12 months?

Yes	<input type="text"/>	No	<input type="text"/>
Prefer not to say	<input type="text"/>		

**Ethnic origin** - What is your ethnic origin?

**Asian or Asian British**

Afghan	<input type="text"/>	Bangladeshi	<input type="text"/>
Chinese	<input type="text"/>	Indian	<input type="text"/>
Pakistani	<input type="text"/>	Sri Lankan	<input type="text"/>
Any other Asian background – please specify	<input type="text"/>		

**Black or Black British**

African	<input type="text"/>	Caribbean	<input type="text"/>
Somali	<input type="text"/>		
Any other Black background – please specify	<input type="text"/>		

**Mixed background**

White and Black African	<input type="text"/>	White and Black Caribbean	<input type="text"/>
White and Asian	<input type="text"/>		
Any other mixed background - please specify	<input type="text"/>		

**Other ethnic background**

Arab	<input type="checkbox"/>	Iranian	<input type="checkbox"/>
Any other Ethnic group – please specify	<input type="text"/>		

**White or White British**

Albanian	<input type="checkbox"/>	English	<input type="checkbox"/>
Gypsy / Irish Traveller	<input type="checkbox"/>	Irish	<input type="checkbox"/>
Polish	<input type="checkbox"/>	Romanian	<input type="checkbox"/>
Scottish	<input type="checkbox"/>	Welsh	<input type="checkbox"/>
Any other White background - please specify	<input type="text"/>		

**Marriage or Civil Partnership**

Are you married?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Are you in a Civil Partnership?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

**Pregnancy or Maternity**

Have you been pregnant and / or on maternity leave during the past 2 years?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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**Religion and belief - What is your religion?**

Buddhism	<input type="checkbox"/>	Judaism	<input type="checkbox"/>
Christianity (all denominations)	<input type="checkbox"/>	Sikh	<input type="checkbox"/>
Hinduism	<input type="checkbox"/>	Zoroastrian	<input type="checkbox"/>
Islam	<input type="checkbox"/>	No religion / Atheist	<input type="checkbox"/>
Jainism	<input type="checkbox"/>	Other -please specify	<input type="text"/>

**Sex - Are you?**

Male	<input type="checkbox"/>	Female	<input type="checkbox"/>
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Is your gender identity the same as the gender you were assigned at birth? (If you identify as transgender or transsexual, please select 'No')

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>		

**Sexual orientation - What is your sexual orientation?**

Bisexual	<input type="checkbox"/>	Gay Man	<input type="checkbox"/>
Gay Woman / Lesbian	<input type="checkbox"/>	Heterosexual	<input type="checkbox"/>
Other; please specify	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>