**Whitchurch Town Council Diversity Monitoring Form**

1. **Prefer not to say**

**5. Gender**

By monitoring the gender of our staff, we can see whether some of our jobs are more suitable to men or women, and whether both sexes stay with us. Monitoring by sex also helps the Council to develop new polices and ways of working. Monitoring gender ensures that both men and women are treated fairly. We understand that men and women’s career patterns can be different; by monitoring gender we can ensure that we can respond to colleague’s needs. **Are you:**

**Male Female Transgender**

We appreciate that transgender is a wide term and will always do our best to help an individual’s needs.

**6. Religion or belief**

Telling us about your religion or belief allows us to understand and plan to meet the particular needs of staff. It helps us to think about how we can accommodate requests to meet people’s religious needs. Knowing the religion of our staff helps us create an environment where all beliefs are respected. **What is your religion or belief?**

1 None 4 Hindu 7 Sikh

2 Buddhist 5 Jewish 8 Other

3 Christian 6 Muslim 9 Prefer not to say

**7. Sexual Orientation**

Monitoring whether people are gay/lesbian, bisexual or heterosexual acknowledges that we value all staff and the contribution they bring to the Council. An open and inclusive culture creates an environment where All colleagues can feel comfortable disclosing their sexuality.

**How would you describe your sexual orientation?**

1 Heterosexual/straight 4 Bisexual

2 Gay Man 5 Prefer not to say

3 Lesbian/Gay woman

**Please fold in half and staple/sellotape together so the information is not visible**

**Whitchurch Town Council Diversity Monitoring Form**

1. **Name** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. **Date of Birth DD/MM/YY** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. **Disability**

Disabled colleagues are entitled to reasonable adjustments under the law to enable them to access work. Whitchurch Town Council strives to increase disabled people’s access to work.

**Do you consider yourself to have a disability? (please tick)**

Yes No Prefer not to say

1. **Ethnicity**

By monitoring ethnicity, we can compare our business against the data collected in previous years’ National Census. This can show whether we attract people to work for us from all communities, and whether as an employer, we reflect the communities we serve. We can also show whether all groups are treated fairly across the Council.

**What is your ethnicity?**

1. **White** 1 British 2 Irish 3 Any other White background
2. **Mixed** 4 White & Black Caribbean 5 White & Black African

6 White & Asian 7 Any other mixed

1. **Asian or Asian British** 8 Indian 9 Pakistani

10 Bangladeshi 11 Any other Asian background

1. **Black or Black British** 12 Caribbean 13 African

14 any other Black background

1. **Chinese or other ethnic group** 15 Chinese 16 Any other