

Equality and Diversity Monitoring Form



The built environment industry needs to overcome chronic underrepresentation of women, BAME and LGBTQI+ individuals, people with a disability, and those of different ages and classes to create a strengthened, resilient workforce.

NLA wants to meet the aims and commitments set out in its diversity charter. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

NLA needs your help and co-operation to enable us to do this, but filling in this form is voluntary.

The information you provide will stay confidential, and be stored securely and limited to only some staff in the organisation for the purposes of understanding our inclusion and diversity make-up.

Please return the completed form with the email heading E&D Strictly Confidential to Danielle.rowland@nla.london

Gender

☐ Male ☐ Female ☐ Other ☐ Prefer not to say

Are you married or in a civil partnership?

☐ Yes ☐ No ☐ Prefer not to say

Age

☐ 16-24 ☐ 25-29 ☐ 30-34 ☐ 35-39 ☐ 40-44 ☐ 45-49
☐ 50-54 ☐ 55-59 ☐ 60-64 ☐ 65+ ☐ Prefer not to say

What is your ethnicity?

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

White

☐ English ☐ Welsh ☐ Scottish ☐ Northern Irish ☐ Irish
☐ British ☐ Gypsy or Irish Traveller ☐ Prefer not to say

Any other white background, please write in:

Mixed/multiple ethnic groups

☐ White and Black Caribbean ☐ White and Black African ☐ White and Asian
☐ Prefer not to say

Any other mixed background, please write in:

Asian/Asian British☐ Indian ☐ Pakistani ☐ Bangladeshi ☐ Chinese ☐ Prefer not to say

Any other Asian background, please write in:

**Black/ African/
Caribbean/ Black British**☐ African ☐ Caribbean ☐ Prefer not to say

Any other Black/African/Caribbean background, please write in:

Other ethnic group☐ Arab ☐ Prefer not to say

Any other ethnic group, please write in:

**Do you consider yourself
to have a disability or
health condition?**☐ Yes ☐ No ☐ Prefer no to say**What is the effect or impact
of your disability or health
condition on your ability to
give your best at work?
Please write in here:**

The information in this form is for monitoring purposes only. If you believe you need a 'reasonable adjustment', then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.

**What is your sexual
orientation?**☐ Heterosexual ☐ Gay woman/lesbian ☐ Gay man ☐ Bisexual☐ Prefer no to say ☐ If other, please write in:**What is your religion
or belief?**☐ Atheist ☐ Agnostic ☐ No religion or belief ☐ Buddhist ☐ Christian☐ Hindu ☐ Jewish ☐ Muslim ☐ Sikh ☐ Prefer not to say

If other religion or belief, please write in:

**What is your current
working pattern?**☐ Full-time ☐ Part-time ☐ Prefer not to say**What is your flexible
working arrangement?**☐ None ☐ Flexi-time ☐ Staggered hours ☐ Term-time hours ☐ Annualised hours☐ Job-share ☐ Flexible shifts ☐ Compressed hours ☐ Homeworking ☐ Prefer not to say

If other, please write in:

**Do you have caring responsibilities?
If yes, please tick all that apply**

- ☐ None ☐ Primary carer of a child/children (under 18)
- ☐ Primary carer of disabled child/children ☐ Primary carer of disabled adult (18 and over)
- ☐ Primary carer of older person ☐ Secondary carer (another person carries out the main caring role)
- ☐ Prefer not to say