Equality and Diversity Monitoring Form

HiFlex Physio

wants to meet the aims and commitments set out in its equality policy. This includes not discriminating under Federal anti-discrimination legislation, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The organisation needs your help and co-operation to enable it 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's Human Resources section.

Please return the completed form in the envelope marked 'Strictly confidential' to

Gender Male ☐ Female ☐ 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.

Indigenous

Aboriginal ☐ Torres Strait Islander ☐ Prefer not to say ☐

Any other Black background, please write in:

White

Australian ☐ New Zealand ☐ Canadian ☐ Pacific ☐ American ☐ British ☐

Prefer not to say ☐

Any other White background, please write in:

Mixed/Multiple Ethnic Groups

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

Any other mixed background, please write in:

Asian

Indian ☐ Pakistani ☐ Bangladeshi ☐ Chinese ☐ Prefer not to say ☐

Any other Asian background, please write in:

Other Ethnic Group

Arab ☐ African ☐ Prefer not to say ☐

Any other ethnic background, please write in:

Do you consider yourself to have a disability or health condition?

Yes ☐ No ☐ Prefer not 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 General Manager running the recruitment process if you are a job applicant.

What is your sexual orientation?

Heterosexual ☐ Gay woman/lesbian ☐ Gay man ☐ Bisexual ☐ Prefer not to say ☐

Any other sexual orientation, please write in:

What is your religion or belief?

No religion or belief ☐ Buddhist ☐ Christian ☐ Hindu ☐ Jewish ☐ Muslim ☐ Sikh ☐

Prefer not to say ☐

If other, please write in:

What is your current working pattern?

Full-time ☐ Part-time ☐ Casual ☐ 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 role) ☐

Prefer not to say ☐