

LPFA Equal Opportunities Monitoring Form

Recruitment Monitoring Form

The London Pensions Fund Authority is an equal opportunities employer which values the diversity of its workforce. We are committed to treating and selecting all job applicants based on their merits. The information provided in this form will not be used in considering your job application. It will be separated on arrival at our offices and will not be seen by our internal selection panel. It will be dealt with in the strictest confidence for the purpose of equal opportunities monitoring only. By completing and returning this form, you expressly consent to the processing of your personal data for this purpose in accordance with the Data Protection Act 1998.

Post applied for:

Age					
16 – 19	<input type="checkbox"/>	20 - 29	<input type="checkbox"/>	30 - 39	<input type="checkbox"/>
40 – 49	<input type="checkbox"/>	50 - 59	<input type="checkbox"/>	60 +	<input type="checkbox"/>

Gender					
Female	<input type="checkbox"/>	Male	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>
Gender identity (if applicable)					
If you identify as transsexual, transgender (in that you have effected a permanent change of gender identity) or as intersex which group to you identify with?					
Transsexual	<input type="checkbox"/>	Transgender	<input type="checkbox"/>	Intersex	<input type="checkbox"/>

Marital status (Please tick <u>one</u> box)			
Single	<input type="checkbox"/>	Married	<input type="checkbox"/>
Widowed	<input type="checkbox"/>	Separated	<input type="checkbox"/>
Living with Partner	<input type="checkbox"/>	Divorced	<input type="checkbox"/>
Civil Partnership	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>

Country of birth	
Nationality	

Ethnic origin (Please tick <u>one</u> box)			
Asian or Asian British	Bangladeshi	<input type="checkbox"/>	
	Indian	<input type="checkbox"/>	
	Pakistani	<input type="checkbox"/>	
	Other (please specify)		
Black or Black British	African	<input type="checkbox"/>	
	Caribbean	<input type="checkbox"/>	
	Other (please specify)		
Chinese or Chinese British	Chinese	<input type="checkbox"/>	
	Other (please specify)		
Mixed Race	White and Asian	<input type="checkbox"/>	
	White and Black African	<input type="checkbox"/>	
	White and Black Caribbean	<input type="checkbox"/>	
	Other (please specify)		
White	British	<input type="checkbox"/>	
	Irish	<input type="checkbox"/>	
	Other (please specify)		
Other	Other (please specify)		

Religion or Belief			
Buddhist	<input type="checkbox"/>	Muslim	<input type="checkbox"/>
Christian	<input type="checkbox"/>	Sikh	<input type="checkbox"/>
Hindu	<input type="checkbox"/>	None	<input type="checkbox"/>

Jewish	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>
Other (please specify)			

Sexual Orientation (Please tick <u>one</u> box)			
Heterosexual / Straight	<input type="checkbox"/>	Bi Sexual	<input type="checkbox"/>
Gay Woman / Lesbian	<input type="checkbox"/>	Gay Man / Homosexual	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>		<input type="checkbox"/>

Do you consider yourself to have a disability? (which need not be one which affects your ability to carry out your job)	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>

If yes, what type of disability do you have?	
Blind/partially sighted	<input type="checkbox"/>
Deaf/hearing impaired	<input type="checkbox"/>
Speech difficulty	<input type="checkbox"/>
Wheelchair user	<input type="checkbox"/>
Other mobility limitation	<input type="checkbox"/>
Mental health disorder	<input type="checkbox"/>
Dyslexia or other specific learning disability	<input type="checkbox"/>
Chronic medical condition or other unseen disability (e.g. asthma/epilepsy)	<input type="checkbox"/>

Please disclose any additional information you think may be useful	

If you answered yes, what reasonable adjustments could LPFA put in place to assist you? What method of communication would you prefer?	

Do you give permission for LPFA's first aiders to be informed?	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>

Where did you see this job advertised?

Guidance Notes - Disability Monitoring

In order to make positive changes, we are addressing the different barriers faced by people with disabilities. Many people who do not consider themselves to be disabled may be covered by **The Equality Act 2010** because they have a health condition that has an impact on their lives. The information you provide in this questionnaire will remain **STRICTLY CONFIDENTIAL**.

The Equality Act 2010 defines disability as: *'a physical or mental impairment that has a substantial and long-term adverse effect on [the person's] ability to carry out normal day-to-day activities'*.

You must have **'a physical or mental impairment'**

- **Physical Impairment** covers a number of conditions that affect the body such as arthritis, hearing or sight impairment, diabetes, asthma, epilepsy, conditions such as HIV, cancer and multiple sclerosis, as well as facial disfigurement.
- **Mental Impairment** covers learning disabilities and mental health conditions, such as depression and schizophrenia.

A substantial impairment will make it more difficult and time-consuming for you to carry out an activity compared to someone without the impairment.

- **Long-term** means that your impairment has lasted or will last for 12 months or more, or for the rest of your life.
- **Normal day-to-day activities** include everyday things like eating, washing, walking and going shopping

People who have had a disability in the past that meets this definition are also protected by the Act.

Progressive conditions considered to be a disability

There are additional provisions relating to people with progressive conditions. People with HIV, cancer or multiple sclerosis are protected by the Act from the point of diagnosis. People with some visual impairments are automatically deemed to be disabled. Employees with a disability or a health condition are entitled in law to **'reasonable adjustments'** to address their support needs in the workplace.

Disclosing any relevant information assists us for a number of reasons:

- a. It would enable us to make **'reasonable adjustments'** so that you are able to work without any removable barriers or difficulties.
- b. From a health and safety point of view, it would seem sensible for People and Culture Team and First Aiders to know (confidentially and with your permission, of course) if you have a potentially serious condition/illness. For example, if you suffer from angina, this information would be available to First Aiders should you be taken ill at work.

Please do not hesitate to contact the peopleandculture@lpfa.org.uk if you would like any further guidance on any of the issues raised.