



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:

1. Your age: 16-19 20-29 30-39 40-49 50-59 60+

2. Do you require a work permit to work in the UK? Yes No

3. Your gender: Male Female

4. Your marital status: (Please tick one box)

- Divorced Married Single Civil Partnership
 Widowed Separated Living with Partner

5. Your country of birth:

6. Your nationality:

7. Your ethnic origin: (Please tick one box)

Asian or Asian British:

- Bangladeshi
 Indian
 Pakistani
 Other (please specify)

Mixed race:

- White and Asian
 White and Black African
 White and Black Caribbean
 Other (please specify)

White:

- British
- Irish
- Other (please specify)

Black or Black British:

- African
- Caribbean
- Other (please specify)

Chinese / Chinese British or Other:

- Chinese
- Other (please specify)

8. Your religion or belief:

- Christian Muslim Jewish Sikh
- Hindu Other None Buddhist

9. Do you consider yourself to have a disability?

(which need not be one which affects your ability to carry out your job)

- Yes No *If yes, what type of disability do you have?*
- Blind/partially sighted Deaf/hearing impaired Wheelchair user
- Speech difficulty Other mobility limitation Mental health disorder
- Dyslexia or other specific learning disability
- Chronic medical condition or other unseen disability (e.g. asthma/epilepsy)
- Other (please specify)

- If you answered yes, what arrangements, if any, would be needed if you are called to assessment and/or interview?
- What method of communication would you prefer?

10. Where did you see this job advertised?

Guidance Notes - Disability Monitoring

We need to know details about you for monitoring purposes. We want to ensure that disabled people and those from ethnic minority backgrounds are employed in all Directorates and at all levels within the Authority. The information you provide in this questionnaire will remain **STRICTLY CONFIDENTIAL**.

The key attributes set out in the person specification identify the requirements for the job. If you have a disability and have demonstrated that you fully meet all the essential requirements you will be guaranteed an invitation to attend the selection process.

1. A disabled person is someone who has an impairment, experiences externally imposed barriers or self-identifies as a disabled person. Impairment is a physical or mental condition of the lacking all or part of a limb or having a defective limb, organ or mechanism of the body.

2. A person has a disability under the Disability Discrimination Act (1995) if she or he has a physical or mental impairment, which has a substantial and long-term adverse effect on her or his ability to carry out normal day to day activities. Long term means has lasted - or is expected to last - for 12 months. Included in this definition are the following:

- Physical impairments (including asthma, diabetes, epilepsy etc)
- Sensory impairments such as hearing impairment or visual impairment (not corrected by glasses)
- Severe facial disfigurement
- Progressive conditions such as cancer, multiple sclerosis, muscular dystrophy or HIV infection
- People who have had an impairment in the past but have since recovered (such as cancer, mental health issues)

3. Examples of reasonable adjustments are: making adjustments to the premises; allocation of work; being flexible about working hours; providing training; using modified equipment; making instructions and manuals more accessible; using a reader or interpreter; and appropriate supervision.

4. Please give details on the recruitment monitoring form of any particular requirements you may have if you are invited to attend the selection process. If you require a reasonable adjustment, a member of the Human Resources team will contact you to discuss the requirements you have indicated.

If you have a disability and would prefer to submit your application form in an alternative format please contact Recruitment@lpfa.org.uk