**EQUALITY, DIVERSITY AND INCLUSION MONITORING FORM for an ORGANISATION**

Leeds City Council is committed to fair treatment of all our existing and potential customers, our existing and potential employees and our partners. We are committed to ensuring that our practices and services are free from unlawful discrimination and they meet the needs of all sections of the community.

We would appreciate it if you could complete the equality monitoring questions below. This will help us in monitoring the fairness and effectiveness of our service delivery and to develop future policies and services. You are under no obligation to provide the information requested and it will not make any difference to the service you receive if you do not answer them. However the more information we can collect the more effective our equality monitoring will be. The categories included have been informed by the National Census 2021 and characteristics protected by equality legislation as well as other questions that are relevant to local communities in Leeds.

The information you supply will be used for monitoring and reporting purposes around the fairness and effectiveness of our service delivery only. You will not be identified in any statistics that the council publishes. The information you supply will be treated in the strictest confidence and will be held in accordance with the GDPR and Data Protection Act 2018. If we need to share any information with a third party we will make sure the same levels of protection are in place.

|  |  |
| --- | --- |
| How many people do you employ in your workforce? |  |
| How many people are there on your board of directors or trustees? |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **1. Age: how many people are aged:** | | **Workforce** | **Board** |
| 18 - 24 | |  |  |
| 25 - 34 | |  |  |
| 35 - 44 | |  |  |
| 45 - 54 | |  |  |
| 55 - 64 | |  |  |
| 65 - 74 | |  |  |
| 75 - 84 | |  |  |
| 85+ | |  |  |
| Prefer not to say | |  |  |
| Not known | |  |  |
| **2. Disability:** How many people consider themselves to be disabled? | | **Workforce** | **Board** |
| Physical impairment | |  |  |
| Visual impairment | |  |  |
| Hearing impairment | |  |  |
| Mental health condition | |  |  |
| Long-standing illness or health condition | |  |  |
| Learning disability | |  |  |
| Neuro Diverse | |  |  |
| Other | |  |  |
| Prefer not to say | |  |  |
| Not known | |  |  |
| **3. Sex and Gender identity. How many people are?** | | **Workforce** | **Board** |
| Male | |  |  |
| Female | |  |  |
| Non Binary | |  |  |
| Other | |  |  |
| Prefer not to say | |  |  |
| Not known | |  |  |
| How many people’s gender identity is the same as the sex they were registered at birth? | |  |  |
| Prefer not to say | |  |  |
| Not known | |  |  |
| **4. Ethnic origin. How many people are:** | | **Workforce** | **Board** |
| A | **White** |  |  |
|  | White English |  |  |
| White Welsh |  |  |
| White Scottish |  |  |
| White Northern Irish |  |  |
| White British |  |  |
| White Irish |  |  |
| White Gypsy or Traveller |  |  |
| Any other white background |  |  |
| B | **Mixed/ multiple ethnic group** |  |  |
|  | White and Asian |  |  |
| White and Black African |  |  |
| White and Black Caribbean |  |  |
| Any other mixed/multiple ethnic group |  |  |
| **C** | **Asian or Asian British** |  |  |
|  | Bangladeshi |  |  |
| Chinese |  |  |
| Indian |  |  |
| Kashmiri |  |  |
| Pakistani |  |  |
|  | Any other Asian background |  |  |
| **D** | **Black or Black British** |  |  |
|  | African |  |  |
| Caribbean |  |  |
| Any other Black background |  |  |
| E | **Other ethnic groups** |  |  |
|  | Arab |  |  |
|  | Any other background |  |  |
| F | Prefer not to say |  |  |
| **5. Sexual orientation. How many people are:** | | **Workforce** | **Board** |
| Heterosexual or Straight | |  |  |
| Lesbian | |  |  |
| Gay | |  |  |
| Bi-sexual | |  |  |
| Other | |  |  |
| Prefer not to say | |  |  |
| Not known | |  |  |
| **6. Religion on belief:** | | **Workforce** | **Board** |
| Buddhist | |  |  |
| Christian | |  |  |
| Hindu | |  |  |
| Jewish | |  |  |
| Muslim | |  |  |
| Sikh | |  |  |
| No religion/belief | |  |  |
| Other | |  |  |
| Prefer not to say | |  |  |
| Not known | |  |  |
| **7. Carers[[1]](#footnote-1):** | | **Workforce** | **Board** |
| How many consider themselves to be a carer? | |  |  |
| Prefer not to say | |  |  |
| Not known | |  |  |

1. The council considers that a ‘carer’ is someone who provides care for a relative, neighbour or friend who is dependent on them because they cannot manage without their help because of physical or mental ill-health, disability, frailty, sensory impairment, old age or substance misuse. [↑](#footnote-ref-1)