

Appendix C

Diversity Monitoring categories

The following categories should be used across the Council to monitor and assess how services are being used. This data should be held securely and only for the stated purpose.

For any further information on the use of the different categories and the collection of equalities data please refer to the guidance provided on the intranet or contact Human Resources – hr@southderbyshire.gov.uk

Gender (choose from)

- Man
- Woman
- Non-binary / third gender
- Prefer to self-describe
- Prefer not to say

Sexual orientation (choose from)

- Heterosexual / straight
- Gay or Lesbian
- Bisexual
- Prefer to self-describe
- Other
- Prefer not to say

Ethnicity (choose from)

White

- English/Welsh/Scottish/Northern Irish/British
- Irish
- Gypsy or Irish Traveller
- Any other White background, please describe

Mixed/Multiple ethnic groups

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed/Multiple ethnic background, please describe

Asian/Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background, please describe

Black/ African/Caribbean/Black British

- African
- Caribbean
- Any other Black/African/Caribbean background, please describe

Other ethnic group

- Arab
- Any other ethnic group, please describe

Prefer not to disclose

Religion or belief (choose from)

- No religion
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion or belief, please describe
- Prefer not to say

Disability

Do you consider yourself to have a disability or health problem which has lasted or is expected to last at least 12 months and which limits your day-to-day activities?

Under the Equality Act 2010, a person is considered to have a disability 'if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities'. 'Substantial' is defined by the Act as 'more than minor or trivial'.

An impairment is considered to have a long-term effect if:

- it has lasted for at least 12 months
- it is likely to last for at least 12 months, or

- it is likely to last for the rest of the life of the person.

Normal day-to-day activities in general are things people do on a regular or daily basis, for example eating, washing, walking, reading, writing or having a conversation.

Please select choose from the following:

- No known impairment, health condition or learning difference
- A long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
- A mental health difficulty, such as depression, schizophrenia or anxiety disorder
- A physical impairment or mobility issues, such as difficulty using your arms or using a wheelchair or crutches
- A social/communication impairment such as a speech and language impairment or Asperger's syndrome/other autistic spectrum disorder
- A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D
- Blind or have a visual impairment uncorrected by glasses
- Deaf or have a hearing impairment uncorrected by hearing aids
- An impairment, health condition or learning difference that is not listed above (specify if you wish)
- Prefer not to say

***Age (choose from)**

- 15 and under
- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say

Marriage or civil partnership (choose from)

- Never married and never registered a civil partnership
- Married
- In a registered civil partnership
- Separated, but still legally married
- Divorced
- Formerly in a civil partnership which is now legally dissolved
- Widowed
- Surviving partnership from a registered civil partnership
- Prefer not to say