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| **Equality Monitoring Form** | | | | | | |
| We would be grateful if you could complete the following in order for us to monitor equalities information and ensure that we are treating all candidates fairly and appropriately.  To monitor the effectiveness of the equality policies, we need to record certain personal details about the people who apply for vacancies. It is for this reason only, that you are asked to provide the information below, which will be treated with the strictest confidence and used only for statistical purposes. Any equalities information provided to us, will not be shared with the selection panel, or used in the selection process. | | | | | | |
|  | | | | | | |
| **School/Education centre:** | | | |  | | |
|  | | | | | | |
| **Age** | | | | | | |
| |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | 16 to 19 |  | 20 to 24 |  | 25 to 29 |  | | 30 to 34 |  | 35 to 39 |  | 40 to 44 |  | | 45 to 49 |  | 50 to 54 |  | 55 to 59 |  | | 60 to 64 |  | 64 + |  | Prefer not to say |  | | | | | | | |
|  | | | | | | |
| **Disability** | | | | | | |
| Disability is described by the Equality Act 2010 as a physical or mental impairment that has a substantial long term adverse effect on an individual's ability to carry out normal day to day activities.  Applications from disabled people are welcome. We will ensure that appropriate support is provided where required, both in the recruitment and selection process, and during employment. | | | | | | |
| Do you have any physical or mental health conditions or illness lasting or expected to last for 12 months or more? | | | | | | |
| Yes |  | No |  | | Prefer not to say |  |

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| **Ethnic Group** | | | | | |
| Which is your ethnic group? | | | | | |
| White |  | Asian or Asian British |  | Other ethnic group |  |
| Mixed or Multiple Ethnic Groups |  | Black, African, Caribbean, or Black British |  | Prefer not to say |  |

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| **Background** | | | | | |
| Which of the following best describes your background? | | | | | |
| English / Welsh / Scottish / Northern Irish / British |  | White and Black Caribbean |  | Indian |  |
| Irish |  | White and Black African |  | Pakistani |  |
| Gypsy or Irish Traveller |  | White and Asian |  | Bangladeshi |  |
| Any other white background |  | Any other mixed or multiple ethnic backgrounds |  | Chinese |  |
|  | |  | | Any other Asian background |  |
|  | |
| African |  | Any other ethnic group |  |  | |
| Caribbean |  | Prefer not to say |  |
| Arab |  |  | |
| Any other Black, African or Caribbean background |  |

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| **What is your Religion or Belief?** | | | | | |
| Hindu |  | Christian |  | No religion or belief |  |
| Muslim (Islam) |  | Jewish |  | Any other religion or belief |  |
| Buddhist |  | Sikhism |  | Prefer not to say |  |

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| **What is your sex?** | | | | | |
| Female |  | Male |  | Prefer not to say |  |

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| **Gender Identity** | | | | | |
| Is the gender you identify with the same as your sex registered at birth? | | | | | |
| Yes |  | No |  | Prefer not to say |  |
| Non-binary or you choose to define your gender in another way | | | | |  |

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| **Sexual Orientation** | | | | | |
| Which of the following options best describes how you think of yourself?​ | | | | | |
| Heterosexual (straight) |  | Gay or Lesbian |  | Bisexual |  |
| Other |  | Prefer not to say |  |  | |

Thank you for completing this form.

**Submitting your application form by post** – please return this form in a sealed envelope along with your application form.

**Submitting your application form by email** – please send this form to the email address provided by the school in a separate email to your application form. Please title the email: ‘Confidential – equality monitoring form’.

Any equalities information provided will not be shared with the selection panel, nor used in the selection process.

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| **Privacy Notice** |
| You should ensure that you do not provide any information that identifies this form with you. For example, do not add your name, or date of birth.  The school collects anonymous information about applicants in order to monitor equalities data in line with our Employment Equality Policy.  If you are successful in your application, you will be asked to provide your Equalities data through the Employment Self Service portal, or other confidential means.  Please see the school’s website for further details on their privacy notice and data protection policy.  You can contact the School’s Data Protection Officer if you have a concern about the way they collect or use your data. |