**City of London Academies Trust – Equal Opportunities Monitoring Form**

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| --- |
| COLAT is working towards equality of opportunity for all who apply for employment with the organisation. We are actively opposed to discrimination and want to ensure our processes support recruitment of the full diversity of people. We believe that monitoring our recruitment results will help us assess any areas requiring improvement. To assist us with this, we would be grateful if you would complete this form and return it with your application.  COLAT undertakes that this form will not be made available to anyone involved in the recruitment and selection of staff and will remain confidential to the Human Resources function to be used solely for the purpose monitoring the effectiveness of our equal opportunities policy.  **Your help in this matter is entirely voluntary and will in no way affect your application.** |

**Position Applied For**

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| --- |
|  |

**Gender**

|  |  |
| --- | --- |
| Male | Female |

**Age Range**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 16-17 | 18-24 | 25-29 | 30-39 | 40-49 | 50-59 | 60-64 | 65+ |

**Ethnic Origin**

Ethnic origin is not about nationality, place of birth or citizenship. It is to do with colour and broad ethnic group. UK citizens can belong to any of the groups indicated below.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| A. | White | British A1 | | | Irish A2 | Any other White background\* A3 |
| B. | Mixed | White & Black Caribbean B1 | | | | White & Black African B2 |
| White & Asian B3 | | | | Any other Mixed background\* B4 |
| C. | Asian or Asian British | Indian C1 | | Pakistani C2 | | Bangladeshi C3 |
| Chinese E1 | | Any other Asian background\* C4 | | |
| D. | Black or Black British | Caribbean D1 | | African D2 | | Any other Black background\* D3 |
| E. | Other Ethnic Groups | Gypsy or Traveller E5 | | | | Any other Ethnic group\* E2 |
| Prefer not to say E3 | | | |  |
| \* Please specify here | | |  | | | |

**Sexual Orientation**

|  |  |  |  |
| --- | --- | --- | --- |
| Heterosexual/Straight | Gay/Lesbian | Bisexual | Prefer not to say |

**Religion and Beliefs**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Please select one religion that is most suitable; | | | | | | | |
| Buddhist | Christian | | | Hindu | Jewish | Muslim | Sikh |
| No Religion | | | Prefer not to say | | | Other\* | |
| \* Please specify here | |  | | | | | |

**Disability**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| The Disability Discrimination Act (1995) defines a disabled person as someone with a ‘physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day-to-day activities.’ | | | | |
| Taking this into account do you consider yourself to have a disability? | | | Yes | No |
| If you have answered yes, to help identify and better understand the needs of our disabled employees, please indicate the type(s) of impairment which applies to you. | | | | |
| Hearing Impairment | | Learning Difficulties | | |
| Learning Disability | | Long standing illness or heart condition | | |
| Mental Health Condition | | Mental Illness | | |
| Mobility Impairment | | Neurological Condition | | |
| Physical Coordination Difficulties | | Physical Impairment | | |
| Reduced Physical Capacity | | Sensory Impairment | | |
| Speech Impairment | | Visual Impairment (not corrected by  spectacles) | | |
| Prefer not to say | | None | | |
| Other (please specify here) |  | | | |
| **Please note that if you have a disability that may have an effect upon your work, your health and safety at work or the health and safety of others, you must make your manager aware of this. This is so that any appropriate measures can be identified that would ensure the health and safety of you, your work colleagues or members of the public while you are at work.** | | | | |