Monitoring of equality and diversity  
 for the appointment of staff in schools

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| --- | --- | --- | --- | --- |
| The school aims to promote equality of opportunity for all with the right mix of talent, skills and potential. We welcome applications from diverse candidates.  ***Why do I need to complete Equality & Diversity Questions?***  The school has a legal duty to promote equality and diversity. This duty applies to everything the school does, both as an employer and a provider of services. In order to help us, please answer the following questions and complete the declaration at the bottom of the end page.  ***What happens to the Equality & Diversity information?***  All data, in accordance with the Data Protection Act will be confidentially retained and used only for the purpose of reporting and for the production of statistical reports. The Equality & Diversity data will only be recorded and maintained on the employee’s personal record used for the purpose of statistical reports in relation to equality and performance indicators including recruitment. | | | | |
| Position applied for: | | |  | |
| Closing date: | | |  | |
| **Please repeat your personal details below** | | | | |
| Title: |  | Full name: | |  |
| Age |  | Date of birth | |  |

Your ethnicity

|  |  |
| --- | --- |
| **What is your ethnic group?**  **Please tick the relevant ethnic group.** | |
| A. Asian | * Indian * Pakistani * Bangladeshi * Chinese * Any other Asian background - please state:\_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |
| B. Black | * Caribbean * African * Any other black background - please state:\_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |
| C. Mixed | * White and Black Caribbean * White and Black African * White and Asian * Any other Mixed background - please state:\_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |
| D. Other ethnic group | * Arab * Any other Ethnic Group - please state:\_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |
| E. White | * English/Welsh/Scottish/Northern Irish/British * Irish * Gypsy or Irish Traveller * Any other White background - please state:\_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |

Your religion or belief

|  |  |
| --- | --- |
| **What is your religion or belief?** | |
| * None * Christian (including Church of England, Catholic, Protestant & all other Christian denominations) * Buddhist * Hindu * Jewish * Muslim * Sikh | * Humanist * Atheist * Agnostic * Pagan * Any other religion or belief - please state: * Prefer to self-define * Prefer not to say |

Your disability

|  |  |
| --- | --- |
| **Do you consider yourself to be a disabled person?** | |
| * Yes * No * Prefer not to say | Please select all that apply: Multiple selection on all options as may be impacted by more than one.   * Physical Disability * Mental Health Condition * Learning Difference * Neurodivergent * Prefer not to say |

Marriage or Civil Partnership

|  |  |  |  |
| --- | --- | --- | --- |
| **Are you currently married or in a civil partnership?** | | | |
| Are you currently married?   * Yes * No | * Same sex * Opposite sex * Prefer to self-define. Please tell us……. * Prefer not to say | Are you in a civil partnership?   * Yes * No | * Same sex * Opposite sex * Prefer to self-define. Please tell us……. * Prefer not to say |

Your sexual orientation

|  |  |
| --- | --- |
| **What is your sexual orientation?** | |
| * Asexual * Bisexual * Heterosexual * Lesbian or Gay | * Pansexual * Prefer to self-define - please let us know: \_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say * Questioning |

Your gender identity

|  |  |  |
| --- | --- | --- |
| **What is your gender identity?** | | |
| * Non binary * Gender fluid | * Female * Male | * Prefer to self-define - please let us know: \_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |

Gender reassignment

|  |  |
| --- | --- |
| **Is your gender identity the same as the gender you were assigned at birth?** | |
| * Yes * No * Prefer not to say | * Prefer to self-define - please let us know: |

Pregnancy and maternity

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| --- | --- | --- |
| **Are you currently pregnant?** | | |
| * Yes | * No | * Prefer not to say |
| **Are you currently on maternity leave?** | | |
| * Yes | * No | * Prefer not to say |

Confirmation of Declaration

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| --- | --- |
| The details given by me are correct to my knowledge and belief. | |
| Signed: | Date: |