**Equality & Diversity Monitoring Form**

Please complete the Equality & Diversity Monitoring Form and return it with your application form.

Truro and Penwith Academy Trust (TPAT) wants to meet the aims and commitments set out in our Equality Policy and the Equality Act. We are committed to the principle of the development of policies to promote equal opportunities in employment regardless of workers’ age, disability, gender, gender reassignment, marriage & civil partnership, pregnancy & maternity, responsibility for dependants, race, nationality, religion or belief, sex, sexual orientation, political affiliation or trade union activities. Applicants can obtain a copy of our Equality Policy on request.

The following questions are used solely for the purpose of monitoring equality and diversity opportunities and are in accordance with the criteria identified in Racial Equality guidelines. We need your help and co-operation to enable us to do this, but filling in this form is voluntary. The information provided will be kept confidential and will be used anonymously for monitoring purposes. It will not be used when deciding on a shortlist or making an appointment, but your co-operation in completing the following would be very much appreciated.

|  |  |
| --- | --- |
| **Application Details** | |
| School Name: |  |
| Full Name: |  |
| Maiden Name: |  |
| Post Applied For: |  |
| Closing Date: |  |
| Type of School: | Early Years  Primary  Secondary  Special/ARB |
| Contract Type: | Permanent  Permanent Variable Hours  Temporary  Fixed Term  Casual  Zero Hours |
| Hours: | Full Time  Part Time |
| Weeks Per Year: | Full Year  Term Time Only |

|  |  |
| --- | --- |
| **Personal Details** | |
| Marital Status: | Single  Married  Separated  Divorced  Widowed  Civil Partnership |
| Gender: | Male  Female  Intersex  Transgender  Non Binary  Prefer not to say  If you prefer to use your own gender identity, please write it in |
| Sexual Orientation: | Heterosexual  LGBTQ+  Asexual  Pansexual  Undecided  Prefer not to say  If you prefer to use your own sexual identity, please write it in |
| Date of Birth: |  |
| Age Group: | 16-19  20-29  30-39  40-49  50-59  60+  Prefer not to say |

|  |  |
| --- | --- |
| **Disability Status** | |
| The Disability Discrimination Act (DDA) defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. | |
| Do you consider yourself under this definition to have a disability or health condition: | Yes  No |
| If Yes, what is the effect or impact of your disability or health condition on your work?: |  |
| Is there any other information which you would like us to take into account with regard to your disability?: |  |
| The information in this form is for monitoring purposes only. If you believe you need a “reasonable adjustment”, then please discuss this with the manager running the recruitment process. | |

|  |  |
| --- | --- |
| **Trade Union Status** | |
| In its annual surveys, the Department for Education requests schools to provide the number of employees who are trade union representatives. The DfE uses this data to compare national statistics for the purpose of equality and diversity. | |
| Are you a Trade Union Representative: | Yes  No |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Ethnic Origin** | | | | | |
| Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please place an X in the appropriate box. The categories are from the Office of National Statistics surveys. | | | | | |
| **X** | **Nationality** | **Culture** | **X** | **Nationality** | **Culture** | |
|  | Bangladeshi | Asian |  | English | White British | |
|  | Chinese | Asian |  | Northern Irish | White British | |
|  | Indian | Asian |  | Scottish | White British | |
|  | Pakistani | Asian |  | Welsh | White British | |
|  | Other | Asian |  | British | White British | |
|  | African | Black |  | Cornish | White British | |
|  | Caribbean | Black |  | Other | White British | |
|  | Other | Black |  | Gypsy/Irish Traveller | White | |
|  | Asian & White | Mixed |  | Irish | White | |
|  | Black African & White | Mixed |  | European | White | |
|  | Black Caribbean & White | Mixed |  | Other | White | |
|  | Other | Mixed |  | Other Ethnic Background | Other Ethnic Group | |
|  | Prefer not to say |  |  | Arab | Other Ethnic Group | |

|  |  |  |  |
| --- | --- | --- | --- |
| **Religion or Belief** | | | |
| Religion and belief are protected characteristics under the Equality Act. They cover people with a range of faiths and beliefs. Belief means both religious and non-religious beliefs. | | | |
| **X** | **Name of Religion or Belief** | **X** | **Name of Religion or Belief** | |
|  | No Religion or Belief |  | Methodist | |
|  | Buddhist |  | Muslim | |
|  | Catholic |  | Sikh | |
|  | Christian |  | Other – please write below | |
|  | Hindu |  |  | |
|  | Jewish |  | Prefer not to say | |

|  |  |  |
| --- | --- | --- |
| **Vacancy Advertisement** | | |
| Where I saw the Vacancy advertised: | | |
| Internal Advert | TPAT Website | TPAT Social Media |
| Cornwall Council | DfE Teaching Vacancies | TES |
| West Briton | Cornishman | Cornish Guardian |
| Western Morning News | Indeed Website | Word of Mouth |
| Other  please provide further information: | | |

**Thank you** for taking the time and effort to complete this form.

Please return this form, together with the completed **application form**, to the address provided on the advertisement/covering letter.