

Equality and diversity monitoring form

The academy is committed to building a workforce that reflects the diversity of the local community and improving access to careers. The academy requires information about gender, ethnic origin, age and disability to help monitor our human resources policies and practices. Further details are provided overleaf. The following information will be used only for this purpose. It will be separated from the job application and will be treated in the strictest confidence.

Our aim is to ensure that no applicant or employee is discriminated against or is disadvantaged by policies, procedures, conditions or requirements

Title of post applied for

EYFS/Key stage 1 Class
Teacher/Assistant Head

Name of academy

King's Gate Primary School

Ethnic origin

I would describe my ethnic origin as: (please indicate in an appropriate box)

White

☐

British

☐

Irish

☐

Other White (Please specify)

Black or Black British

☐

Caribbean

☐

African

☐

Other Black (Please specify)

Asian or Asian British ☐

Indian ☐

Pakistani ☐

Bangladeshi ☐

Chinese ☐

Other Asian (Please specify)

Mixed ☐

White and Black Caribbean ☐

White and Black African ☐

White and Asian ☐

Other Mixed (Please specify)

Gender Please indicate in the appropriate box)

Male ☐

Female ☐

Age

Date of Birth

Disability (Please indicate in the appropriate box)

Do you consider yourself to have a disability?

Yes ☐

No ☐

Where did you see the vacancy advertised? (Please indicate in the appropriate box)

- | | |
|--------------------------------|--------------------------|
| Council Website | <input type="checkbox"/> |
| Local Newspaper | <input type="checkbox"/> |
| National Newspaper | <input type="checkbox"/> |
| Vacancies Bulletin | <input type="checkbox"/> |
| Professional Journal | <input type="checkbox"/> |
| Job Centre | <input type="checkbox"/> |
| Internet (Please detail below) | <input type="checkbox"/> |
| Other (Please detail below) | <input type="checkbox"/> |

Are you already employed by the academy and applying for promotion or another role?

(Please put a tick in the appropriate box.

If you intend to remain in your existing post as well as taking up this appointment please answer 'no'.)

Yes ☐

No ☐

Thank you for answering these questions.

Please return the equality and diversity monitoring form with your application form Completion and submission of this form is taken as consent to process the information you have provided

Equality and diversity monitoring form

We are committed to building a workforce that reflects the diversity of the local community, improving access to careers within the council.

Our aim is to ensure that no applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origins, gender or marital status, age, disability, sexual orientation, transgender or religious beliefs and practices, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Selection criteria and procedures are regularly reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. The council will continue to review its human resources policies and practices generally and take appropriate action to make them fully effective.

To ensure our commitment to diversity is effective, the council needs to monitor all aspects of our recruitment and selection processes.

The monitoring exercise has been designed in accordance with guidelines from the Equalities and Human Rights Commission and it has been approved by the appropriate trade unions. The information will not be used for any other purposes than monitoring of our human resources policies and practices. The analysis will be carried out by the human resources team and all information supplied will be kept strictly confidential. In order to assist the council with this monitoring would you please complete the questionnaire attached. The information you give will be stored electronically.