**School Recruitment - Equal Opportunities Monitoring Form**

Diversity within schools is valuable in fostering social cohesion and most importantly, in supporting pupils to grow and develop in an environment of visible, diverse role models. Our aim is to recruit and retain a diverse school workforce. By monitoring and analysing school applicant equality information, we can ensure that our recruitment processes are fair and transparent and do not have an adverse impact on any particular group of applicants.

Your information will not be seen by the recruiting panel at shortlisting or interview and is not part of the recruitment decision. This information is treated as confidential, is anonymised and used to create and publish an annual statistical report on recruiting for a diverse workforce. You may select ‘prefer not to say’ and we will assume that you do not wish to disclose this information. As this information is for recruitment only, all personal data relating to this form is deleted after six months.

You have rights under the Data Protection Law. For further details about your rights, the contact details of our Data protection officer and your right to make a complaint please see our Data Protection Web Page: <http://www.sheffield.gov.uk/privacy>

|  |  |
| --- | --- |
| Your Personal Details | |
| Title (Mr, Ms, Mrs, Miss, Mx, Dr, etc.) |  |
| Forename(s) |  |
| Surname |  |
| Date of Birth |  |

Sex – Please tick one option

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Male |  | Female |  | Non-Binary | |  |
| Other (please specify) |  | | | | Prefer not to say |  |

Gender Identity - Please tick one option

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Do you identify as Trans? | | | | | |
| Yes |  | No |  | Prefer not to say |  |

Relationship Status – Please tick one option

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Civil Partnership |  | Co-habiting | |  | Single |  |
| Married |  | Other (please specify) |  | | | |
| Prefer not to say |  |

Sexual Orientation – Please tick one option

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Heterosexual/straight |  | Gay woman/Lesbian | |  | Gay man |  |
| Bisexual |  | Other (please specify) |  | | | |
| Prefer not to say |  |

Religion/Belief – Please tick one option

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No religion |  | Christian | |  | Buddhist |  |
| Sikh |  | Hindu | |  | Muslim |  |
| Jewish |  | Other (please specify) |  | | | |
| Prefer not to say |  |

Racial/Cultural Origin – Please tick one option

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| White | | | | | |
| British/English/Welsh/Scottish/ Northern Irish |  | Irish |  | Gypsy/ Irish Traveller |  |
| Roma |  | Other White background (please specify) | | | |
|  | | | | | |
| Asian or Asian British | | | | | |
| Bangladeshi |  | Chinese |  | Indian |  |
| Pakistani |  | Other Asian background (please specify) | | | |
|  | | | | | |
| Black or Black British | | | | | |
| Caribbean |  | Somali |  | Other African |  |
| Other Black Background (please specify) | | | | | |
|  | | | | | |
| Mixed/Multiple heritage | | | | | |
| White and Black Caribbean |  | White and Black African |  | White and Asian |  |
| Other mixed background (please specify) | | | | | |
|  | | | | | |
| Other Ethnic Group | | | | | |
| Yemeni |  | Other Arab |  | Other ethnic group (Please specify) | |
|  | | | | | |
| Prefer not to say |  |

Disability

*A disability is an impairment that has (or is likely to have) a substantial (more than minor), adverse, long-term (more than a year) effect on the ability to carry out normal day-to-day activities.*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Do you consider yourself to be a disabled person? | | | | | |
| Yes |  | No |  | Prefer not to say |  |

Unpaid Caring Responsibilities

*A carer is anyone who provides unpaid care by looking after or giving help or support to family members (including a disabled child), friends, neighbours or others because of long-term physical or mental ill health/disability, or problems related to old age.*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Are you an unpaid carer? | | | | | |
| Yes |  | No |  | Prefer not to say |  |

How did you find out about this job? (Please tick one option)

|  |  |  |
| --- | --- | --- |
|  | Sheffield City Council Website |  |
|  | Other website (please specify) |  |
|  | National Publication (please specify) |  |
|  | Social Media Site (please specify) |  |
|  | Local Publication (please specify) |  |
|  | Job Centre |  |
|  | Other (Please specify) |  |

Please send back this form back with your Application Form.

It will be not be seen by the recruiting manager or interview panel.