

PART B Workforce Monitoring

Application Reference Number: _____

In accordance with our Equal Opportunities and Diversity Policy, we are committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age.

We aim to create a culture that encourages and values diversity, and that appoints, rewards and promotes staff based on merit. This form is intended to help us maintain equal opportunities best practice and identify barriers to workforce equality and diversity.

All questions are optional. You are not obliged to answer any of these questions but the more information you supply, the more effective our monitoring will be.

Your responses to the questions set out below will be used only to monitor the effectiveness of our policies and practices, and to ensure that we do not inadvertently discriminate against employees or prospective employees

The information you give will be kept strictly confidential, and will not be seen by the staff directly involved in the recruitment process for the post below. Your response will remain separate from your application form upon receipt. It will be used only to provide statistics for monitoring purposes and will be stored separately, in accordance with the *Privacy Notice for Job Applicants* provided to you in relation to this recruitment process and our *Data Protection & SARs Policy* and *Retention & Disposal of Records Policy*.

You do not have to provide this information, but if you do so, it will be helpful for the purposes set out above.

1. Gender

Would you describe yourself as?

Male	<input type="checkbox"/>
Female	<input type="checkbox"/>
Trans or transgender	<input type="checkbox"/>
Other (please describe, if you are happy to do so)	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

Is your gender identity the same as the gender you were assigned at birth? ☐

Yes ☐ No ☐ Prefer not to say ☐

Chancery Education Trust, a charitable company limited by guarantee
Registered in England & Wales: Company Number 07671255
Company Registered Office: Pickhurst Academy, Pickhurst Lane, West Wickham, Kent BR4 0BH

Chancery Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

[1] updated September 2023

2. Age

Under 25	<input type="checkbox"/>
25-34	<input type="checkbox"/>
35-44	<input type="checkbox"/>
45-54	<input type="checkbox"/>
55-64	<input type="checkbox"/>
65 and over	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

3. What is your Ethnic Group?

How would you describe yourself?

Asian or Asian British	
Bangladeshi	<input type="checkbox"/>
Indian	<input type="checkbox"/>
Pakistani	<input type="checkbox"/>
Chinese	<input type="checkbox"/>
Any other Asian background (please write in box)	
Black or Black British	
African	<input type="checkbox"/>
Caribbean	<input type="checkbox"/>
Any other Black background (please write in box)	
Other Ethnic Group	
Arab	<input type="checkbox"/>
Any other ethnic background (please write in box)	
Mixed/Multiple Ethnic Groups	
White and Asian	<input type="checkbox"/>
White and Black African	<input type="checkbox"/>
White and Black Caribbean	<input type="checkbox"/>
Any other mixed background (please write in box)	
White	
British	<input type="checkbox"/>
English	<input type="checkbox"/>
Irish	<input type="checkbox"/>
Northern Irish	<input type="checkbox"/>
Scottish	<input type="checkbox"/>
Welsh	<input type="checkbox"/>
Any other white background (please write in box)	
Prefer not to say	

4. Disability

The Equality Act 2010 defines a disability as a "physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities". An effect is long-term if it has lasted, or is likely to last, more than 12 months.

Do you consider that you have a disability under the Equality Act (please tick)?

Should you be shortlisted for interview we will make adjustments or special arrangements, if required, to facilitate your attendance at the interview.

Do you have a disability?

Yes ☐

No ☐

Prefer not to say ☐

If you believe you may be disabled and may need any reasonable adjustments to be made in the recruitment process or as part of your employment, please discuss this with the School.