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| **PART B**Application For Employment: Equality and Diversity Monitoring The Trust is committed to promoting equality of opportunity and creating a culture that encourages and values diversity, and that appoints and promotes staff based on merit. The Trust is also committed to ensuring that all job applicants and members of staff are treated equally and without discrimination. By completing this form you will support us to identify barriers to workforce equality and diversity and help us to improve our future recruitment campaigns and processes.Human Resources will confidentially manage all information in accordance with data protection legislation. The information you provide us in this form will be kept strictly confidential and the shortlisting and selection panels will not receive a copy of your responses. This form will remain separate from your application form upon receipt, and the information you provide will be used only to provide statistics for monitoring purposes in accordance with the Trust’s privacy notice for applicants which is available on the Trust’s website and each of the academy websites’ vacancies pages.Completing this form is entirely voluntary and, if you choose to complete the form, you are not obliged to answer all of the questions. We do however hope that you are prepared to answer the majority of the questions by placing an X in the most relevant box.Thank you in advance for your cooperation. |
| Post Applied For: |  | Where did you see this post advertised? |  |
| ***If you prefer not to provide certain information, please leave the box blank.*** |
| **Gender:**  |  Male |  |  Female |  |  Non-Binary |  |  Other |  |  |
| If “other”, please describe if you are happy to do so: |  |
|  |

Is the gender you identify with the same as your gender registered at birth?

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Yes |  |  No |  |  Prefer not to say |  |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  **Age:** | 16-24 |  | 25-34 |  | 35-44 |  | 45-54 |  | 55-64 |  | 65+ |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Disability:** | Do you consider yourself to have a disability under the Equality Act 2010? | Yes |  | No |  |  |
|  |  |

*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.*

This information is used for monitoring purposes only. If you believe that 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 HR team.

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| --- | --- | --- | --- | --- | --- | --- |
| **Caring Responsibilities:** | Do you have caring responsibilities? | Yes |  | No |  |  |
|  |  |

 **Ethnicity:** Please tick **one** category below. The categories are based on the population census. |
| **Asian or Asian British** |  | **Black, African, Caribbean or Black British** |
| Bangladeshi |  |  | African |  |
| Indian |  |  | Caribbean |  |
| Pakistani |  |  | Any other Black, African or Caribbean background (specify if you wish): |  |
| Chinese |  |  | **Mixed of Multiple ethnic groups** |
| Any other Asian background (specify if you wish): |  |  | White and Black Caribbean |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Other ethnic group** |  | White and Black African |  |
| Arab |  |  | White and Asian |  |
| Any other ethnic group (specify if you wish): |  | Any other Mixed or Multiple ethnic background (specify if you wish): |  |

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| **White:** |
| British |   |   | Scottish |   |
| Northern Irish |   |   | Welsh |   |
| English |   |   | Gypsy or Irish Traveller |   |
| Irish |   |   | Any other White background (specify if you wish):  |   |

**Sexual Orientation:**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  Heterosexual |  |  Gay |  |  Lesbian |  |  Bi-Sexual |  |  Other |  |

|  |  |
| --- | --- |
| If “other”, please describe if you are happy to do so: |   |

**Religion:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  Buddhist |  |  Christian |  |  Hindu |  |  Jewish  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  Muslim |  |  Sikh |  |  No Religion |  |

|  |  |
| --- | --- |
| If you prefer to use your own term, please specify: |   |

Once you have completed this form, please return it to recruitment@prospecttrust.org.uk, where it will remain separate to your application form.

**Thank you**