Strictly Confidential

Equality and Diversity Monitoring Form

Job Title: **Job Reference Number:**

The James Montgomery Academy Trust wants to meet the aims and commitments set out in its Equality Policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of our workforce in encouraging equality and diversity.

To help us with this we would like you to complete this form, though this is entirely voluntary.

Please return the completed form along with your application form, so we can ensure our Equality Policy is effective and to find out how well our recruitment process works.

Gender (please tick)				
Man	Woman	Intersex	Non-binary	Prefer not to say
If you prefer to use your own term, please specify here:				

Are you married or in a civil partnership? (please tick)		
Yes	No	Prefer not to say

Age (please tick)				
16 - 24	25 -29	30 - 34	35 - 39	40 - 44
45 - 49	50 - 54	55 - 59	60 - 64	65+
Prefer not to say				

What is your ethnicity? Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.			
White			
English	Welsh	Scottish	Irish
Northern Irish	British	Gypsy/Irish Traveller	Prefer not to say
Any other white background, please write in:			
Mixed/multiple ethnic groups			
White and Black Caribbean		White and Black African	White and Asian
Prefer not to say		Any other mixed background, please write in:	

Asian/Asian British				
Indian	Pakistani	Bangladeshi	Chinese	Prefer not to say
Any other Asian background, please write in:				
Black/African/Caribbean/Black British				
Black	African	Caribbean	Prefer not to say	
Any other Black/African/Caribbean background, please write in:				
Other Ethnic Group				
Arab	Prefer not to say			
Any other ethnic group, please write in:				

Do you consider yourself to be disabled or have a health condition? (please tick)		
Yes	No	Prefer not to say
What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here: The information in this form is for monitoring purposes only. If you believe you need a 'reasonable adjustment' then please discuss this with your line manager, or the person who is running the recruitment process if you are an applicant.		

What is your sexual orientation? (please tick)				
Heterosexual	Gay	Lesbian	Bisexual	Prefer not to say
If you prefer to use your own term, please specify here:				

What is your religion or belief? (please tick)			
No religion or belief	Buddhist	Christian	Hindu
Jewish	Muslim	Sikh	Prefer not to say
If other religion or belief, please write in:			

Do you have caring responsibilities? (please tick all that apply)	
None	Primary carer of a child(ren) under 18
Primary carer of a disabled child(ren)	Primary carer of a disabled adult (18 or over)
Primary carer of an older person	Secondary carer (another person carries out the primary carer role)
Prefer not to say	Please specify other caring role if none of the above apply