### Equal opportunities monitoring form

### Education Learning Trust is committed to recruiting, retaining and developing a workforce that reflects at all grades the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can ensure that our HR processes are fair and transparent.

### Any information provided on this form will be treated as strictly confidential, will not be seen by staff directly involved in the appointment and no information will be published or used in any way which allows any individual to be identified.

### The completion of this form and questionnaire is entirely voluntary. However, it will assist the [school/academy/trust] in carrying out this monitoring. We would therefore be grateful if you would complete the questions on this form.

### Prior to shortlisting this information will be removed from your application form and used only to provide data for statistical purposes.

### Thank you for your assistance

|  |  |
| --- | --- |
| **Please complete ALL sections as requested.** | |
| **PERSONAL DETAILS (please complete in block letters)** | |
| POST APPLIED FOR: |  |
| Last Name: |  |
| First name(s) |  |

## **1 Gender**

#### Please put a x in the box which best describes your gender?

Man  Woman Intersex

Non - binary  Prefer not to say

Option to self describe:: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**2 Disability**

To make positive changes, Education Learning Trust wants to address the different barriers faced by disabled people.

#### Under the disability discrimination act a disability is defined as a ‘physical or mental impairment that has a substantial and long-term adverse impact on the ability to carry out normal day to day activities.

#### *Do you consider yourself to have a disability or a long-term health condition?*

Yes  No

#### *What is the effect or impact of your disability or health condition?* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Prefer not to say

If you would like to discuss your response or are unsure of the types of reasonable adjustment that might be possible, please contact [position of someone not involved in the recruitment process] to help and support you.

## **3 Age**

#### *Please put a x in the relevant box*

16-24  25-29  30-34  35-39  40-44  45-49

50-54  55-59  60-64  65+  Prefer not to say

## **4. Legal marital or same sex status?**

|  |
| --- |
| ***Please put an x in the box which best describes your status***  Single  Married  Married, same-sex partner  Civil partnership  Other(please state) ............................  Prefer not to say |

## **5 Religion and belief**

Below is a list of religions that are the most commonly found in Britain in alphabetical order.

#### *Please put an x in the box that best describes you:*

Buddhist

Christian (including Church of England, Catholic, Protestant and all other Christian denominations)

Hindu

Jewish

Muslim

Sikh

No Religion or belief

Prefer not to say

Prefer to self-describe \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## **6 Sexual orientation**

#### *Please put a x in the box which best describes your sexual orientation*

Bi/bisexual

Gay / Lesbian

Heterosexual / Straight

Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Prefer not to say

Prefer to self-describe \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### Ethnicity

***Please put an x in the box which best described your ethnicity***

**A Asian or Asian British**

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say

Any other Asian background, please state here: .......................

|  |
| --- |
| **B Black/African/Caribbean or Black British**  African  Caribbean  Prefer not to say  Any other Black background, please state here ....................... |

|  |
| --- |
| **C Mixed/Multiple Ethnic Groups**  White and Black Caribbean  White and Black African  White and Asian  Prefer not to say  Any other Mixed background, please state here ...................... |

|  |
| --- |
| **D Other Ethnic Group**  Arab  Prefer not to say |

**E Chinese and other ethnic groups**

Chinese  Prefer not to say

Any other, please state here .......................

**F White**

English  Welsh  Scottish  Northern Irish  Irish

British  Gypsy or Irish Traveller  Prefer not to say

Any other White background, please state here ......................

**G**   Prefer not to say

|  |  |
| --- | --- |
| I confirm my consent to Education Learning Trust processing the special categories of data supplied in this form for the purposes of monitoring data and diversity statistics, recruitment and selection, and as set out in the Workforce Privacy Notice. | |
| **Applicant’s signature** |  |
| **Date** |  |