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| **Equal Opportunities** | | |
| **Monitoring of Job Applicants**  The Trust is striving towards equality of opportunity in its employment practices and selection procedures. An Equality and Diversity Policy has been approved and is outlined below for you to retain if you so wish. To help us to find out how far we are succeeding in providing equal access to jobs in the Borough, we need the information detailed below. You are, therefore, requested to complete the monitoring information and return it with your application.  **Equal Opportunities Policy Statement**    As an employer, we are taking positive steps to eliminate discrimination, and to redress imbalances, in order to provide genuine equality of opportunity at all levels within the organisation.  We aim to treat all employees with dignity and respect and provide a working environment free from discrimination and harassment.  Every possible step will be taken to ensure that employees and job applicants are treated equally and fairly and that decisions on recruitment, selection, training and promotion are based on agreed criteria. In particular, no applicant or employee will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job, or which constitute indirect unfair discrimination.  We believe that it is in our own interest and those who work for it to be committed to the use, development and retention of the full range of skills and talents of its employees, and will work to provide an employment environment in which everyone has the opportunity to contribute and develop.  Employees will be involved in the regular reviewing and monitoring of the Equality and Diversity Policy to ensure its relevance and effectiveness. | | |
| **I would describe myself as** *(please tick as appropriate)* | | |
| **White** | **Mixed** | **Asian or Asian British** |
| British  Irish  Any other white background Please specify | White and Black Caribbean  White and Black African  White and Asian  Any other mixed background Please specify | Indian  Pakistani  Bangladeshi  Any other Asian background Please specify |
| **Black or Black British** | **Chinese or other ethnic group** | |
| Caribbean  African  Any other black background Please specify | Chinese  Any other ethnic background Please specify |  |
| **Age Group** |  |  |
| 16-20  21-25  26-35 | 36-45   46-55  56-59 | 60 and over |
| **Disability/Special Needs** | |  |
| Do you consider you have a disability? | Yes | No |
| **Faith/Religion** | |  |
| Sikh  Christian  Hindu | Buddhist  Muslim  Jewish | Any other  Please specify |
| **Gender**  Male  Trans Man | Female  Trans Woman |  |
| **Sexual orientation** | |  |
| Lesbian  Heterosexual woman  Heterosexual man | Bisexual  Gay man  Decline to answer | Any other  Please specify |
| **Are you currently** |  |  |
| Employed | Unemployed |  |
| **How Did You Learn About This Job?** | | |
| Avanti Website | Guardian Website | TES |
| Harrow Council Website | On Line Media | Network |
| Other, please specify | |  |
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