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| **Equality Monitoring Form** | | | | | | | | | | | | | | |
| We would be grateful if you would complete the following in order for us to monitor equalities information and ensure that we are treating all candidates fairly and appropriately.  This information will be treated confidentially and will not be used in any part of the selection process. | | | | | | | | | | | | | | |
| School/Children’s centre: | | |  | | | | | | | | | | | |
| Post applied for: | | |  | | | | | | | | | | | |
| Last name: | | |  | | | | | First name: | | | | |  | |
| Date of Birth: | | |  | | | | |  | | | | |  | |
| **Gender Identity** | | | | | | | | | | | | | | |
| How would you describe your gender identity? | | | | | | | | | | | | | | |
| Female | | | |  | Male | | | | |  | | Transgender (M-F) | |  |
| Transgender (F-M) | | | |  | Intersex | | | | |  | | Gender neutral | |  |
| Non-binary or you choose to define your gender in another way | | | | | | | | | | | | | |  |
| **Sexual Orientation** | | | | | | | | | | | | | | |
| Please indicate your sexual orientation. | | | | | | | | | | | | | | |
| Heterosexual (straight) | | | |  | Gay woman / Lesbian | | | | |  | | Bisexual | |  |
| Gay man | | | |  | Other | | | | |  | | Prefer not to say | |  |
| **Nationality** | | | | | | | | | | | | | | |
| British | | | | | | |  | Irish | | | | | |  |
| Other EU country | | | | | | |  | Other non-EU country | | | | | |  |
| **Ethnicity** | | | | | | | | | | | | | | |
| Please indicate your ethnic origin. | | | | | | | | | | | | | | |
| British | | | |  | White & Black Caribbean | | | | |  | Indian | | |  |
| Irish | | | |  | White & Black African | | | | |  | Pakistani | | |  |
| Other white background | | | |  | White & Asian | | | | |  | Bangladeshi | | |  |
| Caribbean | | | |  | Other Mixed background | | | | |  | Other Asian background | | |  |
| African | | | |  | Chinese | | | | |  | I do not wish to disclose my ethnic origin to HCC | | |  |
| Other Black background | | | |  | Any other background | | | | |  |
| \*Please indicate any other ethnic background: | | | | | | | | |  | | | | | |
| **Disability** | | | | | | | | | | | | | | |
| Disability is described by the Equality Act 2010 as a physical or mental impairment that has a substantial long term adverse effect on an individual's ability to carry out normal day to day activities.  Applications from disabled people are welcome. We will ensure that appropriate support is provided where required, both in the recruitment and selection process, and during employment. | | | | | | | | | | | | | | |
| Do you consider yourself to have a disability? | | | | | | | | | | | | | | |
| Yes |  | No | | |  | I do not wish to disclose my disability data to HCC | | | | | | | |  |

Thank you for completing this form.

Please return in a sealed envelope with your application form

stating your name, post applying for and the School/ Children’s Centre.

The above information will not be shared with the selection panel prior to interview.

This information will be retained, confidentially, and used for monitoring purposes.

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| **Privacy Notice** |
| The School collects information about you in order to provide you with recruitment and employment services.  We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.  The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the County Council to comply with a legal obligation.  The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.  You have some legal rights in respect of the personal information we collect from you.  Please see the School’s website for further details on their privacy notice and data protection policy.  You can contact the School’s Data Protection Officer if you have a concern about the way they collect or use your data. |

June 2019