**EQUAL OPPORTUNITIES MONITORING**

The Academies for Character and Excellence is committed to the promotion of equality of opportunity in its employment policies, practices and procedures. To make this meaningful we need to monitor the effectiveness of our policies, by analysing statistical information. The information requested below is used for statistical purposes only. This information is not used to inform decisions about individuals. The data is gathered and used, for instance, to record percentages of different groups (e.g. to benchmark against community profiles) and indicate if particular groups are being treated differently. The monitoring of statistical data will help us to ensure we are effectively promoting and operating equal opportunities and anti-discriminatory practice in our employment policies and procedures. All information is held securely and confidentially.

**We ask you to sign this form at the end to show that you understand that we will retain the information and what it will be used for.**

Explanatory notes:

**Ethnic Origin**

The ethnic origin categories the same as those used in the population census in 2001. They are recommended by the Equality and Human Rights Commission is the basis for reporting statutory performance indicators.

**Disability**

The definition of disability under the Equalities Act 2010 states that “a person has a disability for the purposes of this Act if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities”.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **General Information** | | | | | | | |
| Surname: |  | | First Name: | |  | Title: |  |
| **Staff Group**  *please indicate which staff group you work with by entering a “yes” in the correct box* | | | | | | | |
| Leadership Group | |  | | Teachers | | |  |
| Teaching Assistants | |  | | Support Staff | | |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Gender Classification** | | | | | |
| Male | Female | Non-Binary | Prefer to self-identify | Prefer not to say | Other |
| **Do you identify as the gender you were assigned at birth?** | | | | | |
| Yes | No | Prefer not to say | | | |
| **Pronouns** | | | | | |
| She/Her | He/Him | They/Them | | | |

|  |  |
| --- | --- |
| **Disability** | |
| Do you consider yourself to have a disability?  *Please indicate with “yes” or “no”* |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Age** *Please indicate your age group by stating “yes” in the relevant box* | | | | | | | |
| **16 to 19** |  | **30 to 39** |  | **50 to 59** |  | **65-70** |  |
| **20 to 29** |  | **40 to 49** |  | **60 to 64** |  |  | |

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnicity** How would you best describe your ethnic origin? | | | |
| **Classification** | | **Code** | *Please indicate with “yes” in the relevant box* |
| White | British (i.e. English/Scottish/Welsh) | WB |  |
| Irish | WI |  |
| Any other White background**\*** | WO |  |
| Mixed | White and Black Caribbean | MC |  |
| White and Black African | MB |  |
| White and Asian | MA |  |
| Any other Mixed background**\*** | MO |  |
| Asian or Asian British | Indian | I |  |
| Pakistani | P |  |
| Bangladeshi | B |  |
| Any other Asian background**\*** | AO |  |
| Black or Black British | Caribbean | BC |  |
| African | BA |  |
| Any other Black background**\*** | BO |  |
| Chinese | Chinese | C |  |
| **\***Other ethnic group | Please state:- | OE |  |

I confirm the above information is correct. I confirm that I understand how the information provided will be retained

and what it will be used for. I understand that the information on this form will be treated in the strictest confidence.

|  |  |
| --- | --- |
| **Name** |  |
| **Signed** |  |
| **Date** |  |

Thank you for taking the time to complete this form. Please return it to [recruitment@acexcellence.co.uk](mailto:recruitment@acexcellence.co.uk)