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| The King Edward VI Academy Trust in Birmingham is committed to ensuring that applicants and employees from all sections of the community are treated equally and not discriminated against on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, which includes colour, nationality and ethnic or nation origins, religion or belief, gender or sexual orientation. These are known as protected characteristics.  This form assists us in monitoring who is applying for employment with us, our adherence to equal opportunities best practice and our progress towards identifying any barriers to diversity among our workforce. These objectives comply with the requirements of the Equality Act 2010.  This form is used solely for monitoring purposes. Any information you provide will be treated in the strictest confidence. It will have no impact whatsoever upon your application or subsequent employment.  Please tell us about yourself: answering these questions will help us to ensure our recruitment and employment processes are fair to all and recognise the diversity needs of our workforce. However, we understand that how people are defined is a personal  choice and understand if you prefer not to respond to some of these questions. | | | | | | | | | | | | | |
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| Position applied for: | | | | | | | | | | | | | |
| Is the position: | | Full time ☐ | | | Part-time ☐ | | | | Permanent ☐ | | | Temporary ☐ | |
| Age – please indicate: | 16-24 ☐ | | | 25-29 ☐ | | 30-39 ☐ | | 40-49 ☐ | | 50-59 ☐ | | | 60-74 ☐ |
| Ethnicity – how would you describe your ethnicity? Please tick one of the boxes below or tick here if you prefer not to say: ☐ | | | | | | | | | | | | | |
| White: | | | | | | | | | | | | | |
| British ☐ | | Irish ☐ | | | Scottish ☐ | | | | Welsh ☐ | | | English ☐ | |
| Gypsy/Traveller ☐ | | Other White  background ☐ | | |  | | | | | | | | |
| Mixed: | | | | | | | | | | | | | |
| White and Black Caribbean ☐ | | White and Black African ☐ | | | White and Asian ☐ | | | | Other Mixed background ☐ | | |  | |
| Asian or Asian British: | | | | | | | | | | | | | |
| Indian ☐ | | Pakistani ☐ | | | Bangladeshi ☐ | | | | Chinese ☐ | | | Other Asian background ☐ | |
| Black or Black British: | | | | | | | | | | | | | |
| African ☐ | | Caribbean ☐ | | | Other Black background ☐ | | | |  | | | | |
| Other ethnic group: | | | | | | | | | | | | | |
| Arab ☐ | | Other ethnic group ☐ | | | Please specify: | | | | | | | | |
| What is your nationality: | | | | | | | | | | | | | |
| Do you require a Work Permit? | | | Yes ☐ | | | | No ☐ | | | |  | | |

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| Religion or belief – please indicate what best describes you: | | | | |  |
| Buddhist ☐ | Christian ☐ | Hindu ☐ | Jewish ☐ | Muslim ☐ |
| Sikh ☐ | Agnostic ☐ | Atheist ☐ | No religion ☐ | Other ☐ |
| Prefer not  to say ☐ |  | | | |
| Gender – please indicate what best describes you: | | | | |
| Female ☐ | Male ☐ | Prefer not  to say ☐ |  | |
| Transgender – do you currently live or plan to live in the gender opposite to your gender at birth: | | | | |
| Yes ☐ | No ☐ | Prefer not  to say ☐ |  | |
| Sexual orientation – please indicate your sexual orientation: | | | | |
| Heterosexual ☐ | Gay man ☐ | Gay woman  /Lesbian ☐ | Bisexual ☐ | Other ☐ |
| Prefer not  to say ☐ |  | | | |
| The equality Act 2010 defines disability as a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out your normal day-to-day activities which has lasted, or is expected to last, at least 12 months.  Alternatively some conditions, such as severe disfigurement, a diagnosis of cancer, HIV infection, multiple sclerosis or a progressive condition, are also covered under the Act. To help us make reasonable adjustments to address your needs for  support to overcome barriers in the workplace: | | | | |
| Do you consider yourself to have a disability or long-term health condition? | | | | |
| Yes ☐ | No ☐ | Prefer not  to say ☐ |  | |
| If yes, which of the following apply to you? (you can select more than one) | | | | |
| Blind or visual  impairment ☐ | Deaf or hearing  impairment ☐ | Learning  Difficulty ☐ | Mental health  Condition ☐ | Mobility ☐ |
| Physical  Impairment ☐ | Other disability ☐ | None of these ☐ | Prefer not  to say ☐ |  |
| To ensure we offer you a fair recruitment process, please tell us whether you require any reasonable adjustment should you be  invited to interview: | | | | |
| Yes ☐ | No ☐ |  | | |
| If yes, please provide details: | | | | |
| We will endeavour to provide access, equipment or other practical support to ensure that applicants attending interviews are not  unfairly disadvantaged. | | | | |
| Disclosure of Relationships - are you related by marriage, blood or as a cohabitee to any member of the Foundation or its’  Governing body? Please state YES or NO. | | | | |
| If YES, please state the name, relationship and position held. | | | | |  |
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| I hereby declare that the information provided on all parts of this form is correct. | |
| Signature of applicant: | Date: |
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