**Equal Opportunity Monitoring Information**

The GORSE Academies Trust is committed to fair treatment of all our existing and potential employees. We are committed to ensuring that our practices and services are free from unlawful discrimination, and they meet the needs of all sections of the community. We promote diversity and want a workforce which reflects the population of Leeds.

We would appreciate it if you could complete the equality monitoring questions below.  This will help us in monitoring the fairness and effectiveness of our service delivery and employment practices and to develop future policies and services.  You are under no obligation to provide the information requested and it will not make any difference to your application if you do not answer them.  However, the more information we can collect the more effective our equality monitoring will be. The categories included have been informed by the National Census 2011 and characteristics protected by equality legislation as well as other questions that are relevant to local communities in Leeds.

The information you supply will be used for monitoring and reporting purposes around the fairness and effectiveness of our employment practices only. You will not be identified in any statistics that we publish. The information you supply will be treated in the strictest confidence and will be held in accordance with the GDPR and Data Protection Act 2018. If we need to share any information with a third party, we will make sure the same levels of protection are in place.

1. **Gender:** Which of the following best describes your gender?

|  |  |  |  |
| --- | --- | --- | --- |
| Female (including trans female) | Male (including trans male) | Prefer not to say | Prefer to self-describe |
| *Option to self-describe:* |  | | |

1. **Gender Identity:** Is the gender you identify as your gender registered at birth?

|  |  |  |  |
| --- | --- | --- | --- |
| Yes | No | Prefer not to say | Prefer to self-describe |
| *Option to self-describe:* |  | | |

1. **Sexual Orientation:** Which of the following best described your sexual orientation?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Bisexual | Gay or Lesbian | Heterosexual / Straight | Undecided | Prefer not to say | Prefer to self-describe |
| *Option to self-describe:* | |  | | | |

1. **Age:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 16 - 24 | 25 - 34 | 35 - 44 | 45 - 54 | 55 - 64 | 65+ | Prefer not to say |

|  |  |
| --- | --- |
| 1. **What is your ethnicity?**   *Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. (Please tick the appropriate box)* | 1. **What is your Religion or belief** |
| ☐ Arab | Buddhist |
| ☐ Asian or Asian British - Bangladeshi | Christian |
| ☐ Asian or Asian British - Chinese | Hindu |
| ☐ Asian or Asian British - Indian | Jewish |
| ☐ Asian or Asian British - Kashmiri | Muslim |
| ☐ Asian or Asian British - Pakistani | Non‐religious (atheist, Humanist etc.) |
| ☐ Asian or Asian British - Other | Sikh |
| ☐ Black or Black British - African | Other |
| ☐ Black or Black British - Caribbean | Prefer not to say. |
| ☐ Black or Black British – Other | Prefer to self‐describe. |
| ☐ Mixed/multiple ethnic group - White and Asian |  |
| ☐ Mixed/multiple ethnic group - White and Black African |  |
| ☐ Mixed/multiple ethnic group - White and Black Caribbean |  |
| ☐ Mixed/multiple ethnic group – Other |  |
| ☐ White – British |  |
| ☐ White – Irish |  |
| ☐ White - Other |  |
| ☐ Gypsy or Irish Traveller |  |
| ☐ Prefer not to say. |  |
| ☐ If any other ethnic group or you prefer your own definition please specify: |  |

1. **Do you consider yourself to have a disability or health condition?**

*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’.*

|  |  |  |  |
| --- | --- | --- | --- |
| Yes | No | Prefer not to say | Prefer to self-describe |
| *Option to self-describe:* |  | | |

1. **If you have said yes,** what is the nature of your impairment?

|  |
| --- |
| ☐ Hearing impairment (such as being deaf or hard of hearing) |
| Learning disability (such as Down’s syndrome or dyslexia) or cognitive impairment (such as autism or head injury) |
| Long-standing illness or health condition (such as cancer, HIV, diabetes, chronic heart disease or epilepsy) |
| Mental health condition (such as depression or schizophrenia) |
| Physical impairment (such as using a wheelchair to get around and/or difficulty using your arms) |
| Visual impairment (such as being blind or partially sighted) |
| Prefer not to say. |

1. **Do you have caring responsibilities?** If yes, please tick all that apply.

*The GORSE Academies Trust considers a 'carer' as someone who provides care for a relative, neighbour or friend who is dependent on them because they cannot manage without their help.*

|  |  |  |  |
| --- | --- | --- | --- |
| Primary carer of a child/children (under 18) | Primary carer of a disabled child/children | Primary carer of a disabled adult (18 and over) | Primary carer of older person |
| Secondary carer (another person carries out the main caring role) | No | Prefer not to say. | Prefer to self-describe |
| *Option to self-describe:* |  | | |

The GORSE Academies Trust considers a 'carer' as someone who provides care for a relative, neighbour or friend who is dependent on them because they cannot manage without their help due to physical or mental ill-health, disability, frailty, sensory impairment, old age or substance misuse.

In the context of employment, a ‘working carer’ is someone who balances these unpaid caring responsibilities with full or part-time employment.