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.

Sex and Gender Identity:

Female (including trans female)

Male (including trans male)

Non-binary

Other

I prefer not to say

Is your gender the same as the sex you were assigned at birth?

Yes

No

I prefer not to say

What is your age?

16 - 21

22 - 30

31 - 40

41 - 50

51 - 60

61+

I prefer not to say

Please indicate which best describes your ethnic origin:

Asian or Asian British - Bangladeshi

Asian or Asian British - Chinese

Asian or Asian British - Indian

Asian or Asian British - Kashmiri

Asian or Asian British - Pakistani

Black or Black British - African

Black or Black British - Caribbean

Mixed/multiple ethnic group - White and Asian

Mixed/multiple ethnic group - White and Black African

Mixed/multiple ethnic group - White and Black Caribbean

Other ethnic groups - Arab

Other ethnic groups - Gypsy or Traveller

White - British

White - English

White - Irish

White - Northern Irish

White - Scottish

White - Welsh

Any other background

Do you consider yourself to be disabled?

Yes

No

I prefer not to say

If you have said yes, you consider yourself to be disabled, 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)

I prefer not to say

Please indicate which best describes your sexual orientation (please note: if you are under the age of 16 years old you do not need to complete this section):

Bisexual

Gay man

Heterosexual / Straight

Lesbian / Gay woman

Other

I prefer not to say

Please indicate which best describes your religion or belief:

Buddhist

Christian

Hindu

Jewish

Muslim

No belief

No religion

Sikh

Other

I prefer not to say

The GORSE Academies Trust considers a 'carer' is someone who provides care for a relative, neighbour or friend who is dependent on them because they cannot manage without their help because of 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. Please indicate whether you consider yourself to be a carer:

Yes

No

I prefer not to say