## Recruitment Monitoring

## Applicant Ref No       LB Redbridge_300_col

In line with the Codes of Practice of the Equality and Human Rights Commission (formerly Equal Opportunities Commission and the Commission for Racial Equality) and as required by the Audit Commission, Redbridge Council collects and maintains information on gender, ethnic origin and disabilities of its employees. As of April 2009 Redbridge Council will also collect and maintain information on sexual orientation, age and religion or belief of its employees. The information you have supplied will be kept confidential within Human Resources. Departments will only see statistical information and it will only be used to provide an overall profile analysis of Redbridge Council.

Please complete this section of the application form, which will be separated from the rest of the form before shortlist selection takes place.

You can be assured that this information will be treated in confidence and will not be available to short listing officers or interviewers or to future potential managers.

**1. Where did you see this post advertised?**

**2. What is your Date of Birth?**

**3. What is your Ethnic group?**

Please choose one selection from A to E and then tick the appropriate box within your chosen section to indicate your cultural background. If you are ticking one of the ‘Any other’ boxes please state in the space provided

### A. White

British  Irish

Any Other White Background

Please State

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### B. Mixed

White and Black Caribbean  White and Black African

White and Black Asian  Any other Mixed Background

Please State

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### C. Asian or Asian British

Indian  Pakistani

Bangladeshi  Any other Asian Background

Please State

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### D. Black or Black British

Caribbean  African

Any other Black British

Please State

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### E. Chinese or other Ethnic Group

Chinese  Any other Background

Please State

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**4. Gender**

FemaleMaleprefer not to say

**5. Do you have a disability?**

The Equalities Act 2010 (EA) protects people with disabilities. The EA defines a person as disabled if they have a physical or mental impairment, which is substantial and long term (i.e. has lasted or is expected to last at least 12 months) and has an adverse effect on the person’s ability to carry out normal day-to-day activities.

**5a. Do you consider yourself to have a disability according to the terms given in the EA?**

Yes No

The Council wishes to ensure that people with disabilities are able to access job opportunities as well as people without disabilities do.

If we know you have a disability we will make adjustments to the working arrangements and/or the working environment provided it is reasonable in the circumstances to do so. We will also make appropriate arrangements for your interview.

**5b. If you have answered yes to having a disability, please let us know how we can support you at the interview stage**

**5c. Please tick if any of the following types of disability apply to you. People may experience more than one type of disability, in which case tick all the types that apply. If your disability does not fit any of these types, please mark ‘Other’ and state your disability**

Long-standing illness, such as cancer, HIV, diabetes, disease or epilepsy

Sensory impairment, such as being blind, having a serious visual impairment or being deaf, having a serious hearing impairment

Physical impairment, such as difficulty using your arms or mobility issues, which means using a wheelchair or crutches

Learning disability, (such as Down’s Syndrome or Dyslexia) or cognitive impairment (such as autism or head-injury)

Mental health condition, such as depression

Other (please state)

**6. What is your religion or belief?**

Agnostic  Buddhist  Jain  Sikh

Atheist  Christian  Jewish  No Religion

Bahá’í  Hindu  Muslim  Any other religion or belief

Prefer not to say Please state

7. What is your sexual orientation?

Bisexual  Gay Man

Woman/Lesbian  Heterosexual

Prefer not to say