|  |  |
| --- | --- |
| **EQUAL OPPORTUNITIES Monitoring FORM** |  |

In accordance with our policy on equal opportunities in employment, Hall Green School will provide equal opportunities to any employee or job applicant and will not discriminate either directly or indirectly because of race, sex, sexual orientation, gender reassignment, religion or belief, marital or civil partnership status, age, disability or pregnancy and maternity.

In order to assess how successful this policy is we have set up a system of monitoring all job applications. We also monitor equality data in relation to our employees.

The completion of this form and questionnaire is entirely voluntary. However, it will assist the School in carrying out this monitoring. We would therefore be grateful if you would complete the questions on this form.

We have asked for your name to enable us to monitor applications at shortlisting and appointment stage. If you are appointed to a role in the School we will retain this information, again for monitoring purposes.

Thank you for your assistance. Please complete all sections as requested.

Name:

Job Title:

1. **Ethnicity**

How would you describe yourself? Choose one section from A to E, and then tick the appropriate box.

# A Asian or Asian British

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Bangladeshi |  | Indian |  | Pakistani |  |

Any other Asian background, please write below:

# B Black/African/Caribbean or Black British

|  |  |  |  |
| --- | --- | --- | --- |
| African |  | Caribbean |  |

Any other Black background, please write below:

# C Mixed/Multiple Ethnic Groups

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| White and Asian |  | White and Black African |  | White and Black Caribbean |  |

Any other Mixed background, please write below:

# D Chinese and other Ethnic groups

|  |  |  |  |
| --- | --- | --- | --- |
| Chinese |  | Arab |  |

Any other Ethnic group, please write below:

# E White

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| British/English/Northern Irish/Scottish/Welsh |  | Gypsy or Irish Traveller |  | Irish |  |

Any other White background, please write below:

# F Other

|  |  |
| --- | --- |
| Prefer not to say |  |

1. **Disability**

To make positive changes, Hall Green School wants to address the different barriers faced by disabled people.

What do we mean when we say disability?

* Do you have a physical or mental impairment?
* Is it long term?
* Does this make it difficult for you to do the things that most people do on a fairly regular and frequent basis?

Do you consider yourself to have a disability or a long-term health condition?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Yes |  |  | No |  |

What is the effect or impact of your disability or health condition?

|  |  |
| --- | --- |
| Prefer not to say |  |

If you would like to discuss your response, or are unsure of the types of reasonable adjustment that might be possible, please contact the Headteacher who is able to help and support you.

1. **Gender**

Which of the following best describes your gender?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Male |  | Female |  | Prefer not to say |  |

Own term, please write below:

1. **Gender identity**

Do you identify as transgender/transsexual?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Yes |  | No |  | Prefer not to say |  |

Own term, please write below:

1. **Sexual orientation**

Monitoring sexual orientation in our staff and in our recruits is a significant step towards acknowledging gay, lesbian and bi sexual staff within Hall Green School.

We seek to become an exemplar employer and make sure our processes and practices are fair to all staff. However, we recognise you may not wish to provide this information.

Which of the following best describes your sexual orientation?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Bi/bisexual |  | Gay/Lesbian |  | Heterosexual/Straight |  |
|  |  |  |  |  |  |
| Other |  | Prefer not to say |  |  |  |

1. **Age monitoring**

What is your Date of Birth?

1. **Religion and belief**

Below is a list of religions that are the most commonly found in Britain. They are listed in alphabetical order.

Please tick the box that best describes you:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Buddhist |  |  Christian\* |  |  Hindu |  |
|  |  |  |  |  |  |
| Jewish |  |  Muslim |  |  Sikh |  |
|  |  |  |  |  |  |
| No Religion |  |  Prefer not to say |  |  |  |

Other Religion or Belief, please write below:

\* including Church of England, Catholic, Protestant and all other Christian denominations

1. **Legal marital or same sex status?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Single |  | Married |  | Married, same-sex partner |  |
|  |  |  |  |  |  |
| Civil partnership |  | Prefer not to say |  |  |  |

Other, please write below:

I hereby give my consent to Hall Green School processing the special categories of data supplied in this form for the purposes of monitoring data and diversity statistics, recruitment and selection and as set out in the Workforce Privacy Notice.

|  |  |  |  |
| --- | --- | --- | --- |
| Signed: |  | Date: |  |