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**EQUAL OPPORTUNITIES MONITORING FORM**

Rambert School is an equal opportunities employer and is committed to the principles outlined in our Equal Opportunities Policy and the Equalities Act 2010.

This means that we will not directly or indirectly discriminate on the basis of protected characteristics, i.e. age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership, or on any other basis.

Additionally, we aim to build an accurate picture of the make-up of our workforce and applicants to help us to fulfil our equality and diversity aims across the organisation. We need your help and co-operation to do this and ask that you complete this form on a confidential basis.

Please note, the information you provide is used only for monitoring purposes and will not be used as part of the selection process, or seen by the short-listing panel. The information will be held on a computerised database covered by the provisions of the Data Protection Act 2018.

|  |  |
| --- | --- |
| **Position applied for:** |  |

**Personal information**

|  |  |
| --- | --- |
| Nationality |  |
| Age | 16-24🗆 25-29 🗆 30-34 🗆 35-39🗆 40-44 🗆  45-49 🗆 50-54 🗆55-59 🗆 60-64 🗆 65+ 🗆  Prefer not to say 🗆 |
| Gender | Man 🗆 Woman 🗆 Intersex 🗆 Non-binary 🗆 Transgender Man 🗆  Transgender Woman 🗆 Prefer not to say 🗆  If you prefer to use your own term, please specify here ……………………. |
| What is your sexual orientation? | Heterosexual 🗆 Gay 🗆 Lesbian 🗆 Bisexual 🗆  Prefer not to say 🗆  If you prefer to use your own term, please specify here ………………………… |
| 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:  ***White***  English 🗆 Welsh 🗆 Scottish 🗆 Northern Irish 🗆 Irish 🗆  British 🗆 Gypsy or Irish Traveller 🗆 Prefer not to say 🗆  Any other white background, please write in: …………………………………………..  ***Mixed/multiple ethnic groups***  White and Black Caribbean 🗆 White and Black African 🗆  White and Asian 🗆 Prefer not to say 🗆  Any other mixed background, please write in: …………………………………………..  ***Asian/Asian British***  Indian 🗆 Pakistani 🗆 Bangladeshi 🗆 Chinese 🗆  Prefer not to say 🗆  Any other Asian background, please write in: ……………………………………………    ***Black/ African/ Caribbean/ Black British***  African 🗆 Caribbean 🗆 Prefer not to say 🗆  Any other Black/African/Caribbean background, please write in: ……………………………….  ***Other ethnic group***  Arab 🗆 Prefer not to say 🗆  Any other ethnic group, please write in: ………………………………………………… |
| What is your Religion or Belief? | No religion or belief 🗆 Buddhist 🗆 Christian 🗆 Hindu 🗆  Jewish 🗆 Muslim 🗆 Sikh 🗆 Prefer not to say 🗆  If other religion or belief, please write in:…………………………………………………. |
| Are you married or in a civil partnership? | Yes🗆 No 🗆 Prefer not to say 🗆 |
| Do you consider yourself to have a disability or health condition? | Yes🗆 No 🗆 Prefer not to say 🗆  If you need any ‘reasonable adjustments’ to be applied throughout the recruitment process, please let us know. |
| Do you have caring responsibilities? | If yes, please tick all that apply:  None 🗆  Primary carer of a child/children (under 18) 🗆  Primary carer of disabled child/children 🗆  Primary carer of disabled adult (18 and over) 🗆  Primary carer of older person 🗆  Secondary carer (another person carries out the main caring role) 🗆  Prefer not to say 🗆 |
| Confirm whether one or more of your parents / guardians were educated to undergraduate university level. | Yes - one or more 🗆  No - neither 🗆  Prefer not to say 🗆 |
| At the age of 11 years, what was the classification of employment of the highest earner in your household? | White collar 🗆  Blue collar 🗆  Neither 🗆  Prefer not to say 🗆 |