

Equalities Monitoring

Thank you for your interest in the recent vacancy at this school. The school operates an equalities policy to ensure that all staff and applicants receive fair and equal treatment at all times. As part of this policy it is essential that we monitor the profile of our applicants in relation to gender, ethnic origin, disability, sexual orientation and age.

The form overleaf is designed to record and monitor the relevant data for this monitoring process. I would be very grateful if you could complete the form and return it to me in the enclosed envelope when you submit your application.

The information on this form will be used for statistical purposes only and will not form any part of a record on you as an individual unless you are subsequently appointed to the school, in which case it may be held as part of a computerised personnel record on the school's HR system which is available for your inspection.

I am making this request in accordance with the recommendations of the Equality and Human Rights Commission. However, if you wish to discuss the content of the form or the use of the data, please let me know.

Yours sincerely

Headteacher

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Once completed, please return in a sealed envelope with your application form. The information will not be shared with the selection panel prior to interview. This information will be retained, confidentially, and used for payroll/ monitoring purposes.

Equalities Monitoring Form

We would be grateful if you would complete the following in order for us to monitor equalities information and ensure that we are treating all candidates fairly and appropriately.

This information will be treated confidentially and will not be used in any part of the selection process.

Post applying for:

Name:

Date of Birth: **Gender:** M F

Nationality: British Irish Other EU country Other Non EU country

Ethnic Origin: Please indicate your ethnic origin:

- | | | |
|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------------------------|
| A White | B Mixed | C Asian & Asian British |
| <input type="checkbox"/> British | <input type="checkbox"/> White & Black Caribbean | <input type="checkbox"/> Indian |
| <input type="checkbox"/> Irish | <input type="checkbox"/> White & Black African | <input type="checkbox"/> Pakistani |
| <input type="checkbox"/> Other White background * | <input type="checkbox"/> White & Asian | <input type="checkbox"/> Bangladeshi |
| | <input type="checkbox"/> Other Mixed background * | <input type="checkbox"/> Other Asian background * |
| D Black & Black British | E Chinese or other group | |
| <input type="checkbox"/> Caribbean | <input type="checkbox"/> Chinese | <input type="checkbox"/> I do not wish to disclose my ethnic origin |
| <input type="checkbox"/> African | <input type="checkbox"/> Any other background * | <input type="checkbox"/> Other Black background * |

* Please indicate any other ethnic background:

Sexual Orientation: Please indicate your sexual orientation:

- | | | | |
|---------------------------------------|--------------------------------------|-----------------------------------|----------------------------------------------------------------------------------------------|
| <input type="checkbox"/> Heterosexual | <input type="checkbox"/> Transsexual | <input type="checkbox"/> Bisexual | <input type="checkbox"/> I do not wish to disclose my sexual orientation to Cams Hill School |
| <input type="checkbox"/> Gay | <input type="checkbox"/> Lesbian | <input type="checkbox"/> Other | |

Disability

Disability is described by the Equality Act 2010 as a physical or mental impairment that has a substantial long term adverse effect on an individual's ability to carry out normal day to day activities.

Applications from disabled people are welcome. We will ensure that appropriate support is provided where required, both in the recruitment and selection process, and during employment.

Do you consider yourself to have a disability?

- Yes No I do not wish to disclose my disability data to Cams Hill School