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|  | **Equality Monitoring**Information Form |



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| **Data Protection Act**: This information is being collected for the purposes of the recruitment and selection procedures. When you complete this document you are providing your consent for the employer to hold and use personal information for these purposes. The information you provide may also be disclosed to relevant statutory bodies for their purposes. If you have a query or concern regarding this, please contact the Head Teacher in the first instance. |

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| **Criminal Background Disclosure**: The nature of this post means that it is exempt from the Rehabilitation of Offenders Act (1974) and requires that all convictions (including spent convictions) have to be declared. A conviction is not necessarily a bar to employment. However, should you fail to disclose a criminal conviction prior to appointment; this could result in disciplinary actions including dismissal. All offers of employment with the school are subject to pre-employment checks which will include References, Health, Right to Work in UK, a satisfactory Enhanced DBS with Children’s Barred List check and a Declaration that neither they nor anyone who lives in the same household is a disqualified person under the Childcare (Disqualification) Regulations 2009. Car parking or speeding offences may be disregarded. |

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| Gildredge House wants to meet the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary. The information provided will be kept confidential and will be used for monitoring purposes.If you have any questions about the form contact HR@gildredgehouse.org.uk.Please return the completed form to HR, Gildredge House School, Compton Place Road, Eastbourne, BN20 8AB or email it to careers@gildredgehouse.org.uk. |

**Candidate Full Name**

**Post applied for**

**Gender**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Male | [ ]  | Female | [ ]  | Intersex | [ ]  |
| Non-binary | [ ]  | Rather not say | [ ]  |  |  |
| Other (please specify) |       |  |  |
| If you prefer to use your own gender identity, please write in: |
| Is the gender you identify with the same as your gender registered at birth? |
| Yes | [ ]  | No | [ ]  | Prefer not to say | [ ]  |

**Age**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 16-24 | [ ]  | 25-29 | [ ]  | 30-34 | [ ]  |
| 35-39 | [ ]  | 40-44 | [ ]  | 45-49 | [ ]  |
| 50-54 | [ ]  | 55-59 | [ ]  | 60+ | [ ]  |
|  | Prefer not to say | [ ]  |

**Ethnicity**

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| 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 |
| **Asian or Asian British** | **Black, African, Caribbean or Black British** | **Other ethnic group** |
| Indian | [ ]  | Caribbean | [ ]  |  | [ ]  |
| Pakistani | [ ]  |  |  |
| Bangladeshi | [ ]  | African | [ ]  |
| Chinese | [ ]  |  |  |  |
| Prefer not to say | [ ]  | Prefer not to say | [ ]  |  |
| Any other Asian background (please specify) |       | Any otherBlack, African or Caribbean background (please specify) |       | Any other ethnic group (please specify) |       |
| **Mixed** | **White** |  |
|  | English | [ ]  |
| White and Black Caribbean | [ ]  | Irish | [ ]  |
| White and Black African | [ ]  | Scottish | [ ]  |
| White and Asian | [ ]  | Welsh | [ ]  |
| Prefer not to say | [ ]  | Northern Irish | [ ]  |
|  |  | British | [ ]  |
|  |  | Gypsy or Irish Traveller  | [ ]  |
|  |  | Prefer not to say | [ ]  |
| Any other mixed background (please specify) |       | Any other White background (please specify) |       |
|  | **Prefer not to say** | [ ]  |

**Disability**

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| The Disability Discrimination Act (1995) defines a person as disabled if they have a physical or mental impairment which has a substantial and long-term (i.e. has lasted or is expected to last at least 12 months) adverse effect on one’s ability to carry out normal day-to-day activities. This definition includes such conditions as cancer, HIV, mental illness and learning disabilities. Do you consider yourself to have a disability according to the above definition? |
| **Yes** | [ ]  | **No** | [ ]  | **Rather not say** | [ ]  |
| What is the effect or impact of your disability or health condition on your work? Please write in here:The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant. |

**Sexual orientation**

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| What is your sexual orientation? |
| Bisexual | [ ]  | Gay | [ ]  | Heterosexual | [ ]  |
| Lesbian | [ ]  | Pansexual | [ ]  | Undecided | [ ]  |
|  | Prefer not to say | [ ]  |
| If you prefer to use your own identity, please write in:  |

**Flexible Working**

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| What is your flexible working arrangement? |
| None | [ ]  | Flexi-time | [ ]  | Staggered Hours | [ ]  |
| Term-time hours | [ ]  | Job-share | [ ]  | Flexible shifts | [ ]  |
| Compressed hours | [ ]  | Homeworking | [ ]  |  |
| Other (please specify) |       | Prefer not to say | [ ]  |

**Faith**

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| What is your religion or belief? |
| No religion | [ ]  | Baha’i | [ ]  | Buddhist | [ ]  |
| Christian | [ ]  | Hindu | [ ]  | Jain | [ ]  |
| Jewish | [ ]  | Muslim | [ ]  | Sikh | [ ]  |
| Other (please specify) |       | Prefer not to say | [ ]  |

**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