Equal Opportunities Monitoring Form

In accordance with our Equality and Diversity Policy we will provide equal opportunity to any employee or job applicant and will not discriminate either directly or indirectly because of race, sex, sexual orientation, transgender status, religion or belief , martial status or civil partnership status, age, disability, or pregnancy and maternity.

To assess how successful the policy is we monitor all job applications. We would therefore, be grateful if you could complete the questions on this form. We have asked for your name to enable us to monitor applications at shortlisting and appointment stage as well as application stage.

All information will be treated in confidence and will not be seen by staff directly involved in the appointment. This information will solely be used for monitoring purposes and will have no part in the selection process. The form will be detached from your job application and stored separately. Thank you for your assistance.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Post title:** |  | | | | | |
| **Location:** |  | | | | | |
| **Full name:** |  | | | | | |
| **1. Gender assigned at birth** | | | | | | |
| Male | | | |  | | |
| Female | | | |  | | |
| Prefer not to say | | | |  | | |
| **2. Which of the following best reflects how you would describe your gender identity?** | | | | | | |
| Male | | | |  | | |
| Female | | | |  | | |
| In another way | | | |  | | |
| If you would like to, please say how you describe your gender identity | | | |  | | |
|
|
| Prefer not to say | | | |  | | |
| Other | | | |  | | |
| **3. Does your gender identity align with the gender assigned to you at birth?** | | | | | | |
| Yes | | | |  | | |
| No | | | |  | | |
| Prefer not to say | | | |  | | |
| **4. Age** | | |  | | | |
| **5. Marital status** | | | | | | |
| Married or in a civil partnership | | | |  | | |
| Single | | | |  | | |
| Other | | | |  | | |
| Prefer not to say | | | |  | | |
| **6. What is your sexual orientation?** | | | | | | |
| Bi/bisexual | | | |  | | |
| Gay/lesbian | | | |  | | |
| Heterosexual/straight | | | |  | | |
| Other term | | | |  | | |
| Prefer not to say | | | |  | | |
| **7. Do you have any disabilities?** | | | | | | |
| YES  NO | | | | | | |
| This information is used only for monitoring purposes. If you believe you may be disabled and may need any reasonable adjustments to be made in the recruitment and selection process or as part of your employment, please discuss this with the recruiting manager. | | | | | | |
| **8. Ethnic origin** | | | | | | |
| Relates to a sense of identity/belonging on the basis of race/culture, not place of birth or citizenship. | | | | | | |
| I would describe myself as (choose ONE section from A to E, and then tick the appropriate box to indicate your cultural background): | | | | | | |
| **A White:** | | | | | | |
| British | | | |  | | |
| English | | | |  | | |
| Scottish | | | |  | | |
| Welsh | | | |  | | |
| Northern Irish | | | |  | | |
| Irish | | | |  | | |
| Gypsy or Irish Traveller | | | |  | | |
| Prefer not to say | | | |  | | |
| Other White background, please specify: | | | |  | | |
| **B Mixed/Multiple ethnic groups:** | | | | | | |
| White and Black Caribbean | | | |  | | |
| White and Black African | | | |  | | |
| White and Asian | | | |  | | |
| Prefer not to say | | | |  | | |
| Other Mixed/Multiple ethnic background, please specify: | | | |  | | |
| **C Asian, Asian British:** | | | | | | |
| Indian | | | |  | | |
| Pakistani | | | |  | | |
| Bangladeshi | | | |  | | |
| Chinese | | | |  | | |
| Prefer not to say | | | |  | | |
| Other Asian background, please specify: | | | | | | |
| **D Black, African, Caribbean, Black British:** | | | | | | |
| African | | | |  | | |
| Caribbean | | | |  | | |
| Prefer not to say | | | |  | | |
| Other Black, African, Caribbean background, please specify: | | | |  | | |
| **E Other ethnic group:** | | | | | | |
| Arab | | | |  | | |
| Prefer not to say | | | |  | | |
| Other ethnic group, please specify: | | | |  | | |
| **9. Religion or belief** | | | | | | |
| No religion or belief | | | |  | | |
| Buddhist | | | |  | | |
| Christian | | | |  | | |
| Hindu | | | |  | | |
| Jewish | | | |  | | |
| Muslim | | | |  | | |
| Sikh | | | |  | | |
| Prefer not to say | | | |  | | |
| Other, please specify: | | | | | | |
| **Where did you see this post advertised?** | | | | | | |
|  | | | | | | |
| **Data protection:** The organisation treats personal data collected for reviewing equality of opportunity in recruitment, selection and, if relevant, employment within the organisation in accordance with its data protection policy / policy on processing special categories of personal data. Information about how your data is used and the basis for processing is provided in the organisation's job applicant privacy notice. | | | | | | |
| I hereby give my consent to High Peak Borough Council and Staffordshire Moorlands District Council processing the data supplied in this form for the purpose of equal opportunities monitoring in recruitment and selection, and if relevant, employment within the organisation. I acknowledge that my application will be treated the same whether or not I complete this form. I understand that I may withdraw my consent to the processing of this data at any time by notifying [Alliancehr@staffsmoorlands.gov.uk](mailto:Alliancehr@staffsmoorlands.gov.uk) | | | | | | |
| **Applicant's signature:** | |  | | | **Date:** |  |