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| **Equal opportunities monitoring form**  |
| King Edward’s School is committed to ensuring that applicants and employees from all sections of the community are treated equally and not discriminated against on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, which includes colour, nationality and ethnic or nation origins, religion or belief, sex or sexual orientation. These are known as protected characteristics. This form assists us in monitoring who is applying for employment with us, our adherence to equal opportunities best practice and our progress towards identifying any barriers to diversity among our workforce. These objectives comply with the requirements of the Equality Act 2010. Please tell us about yourself: answering these questions will help us to ensure our recruitment and employment processes are fair to all and recognise the diversity needs of our workforce. However, we understand that how people are defined is a personal choice and understand if you prefer not to respond to some of these questions.**This form is used solely for monitoring purposes and is removed from the application form prior to shortlisting. Any information you provide will be treated in the strictest confidence. It will have no impact whatsoever upon your application or subsequent employment.**Please put an “x” in the appropriate boxes. |
| **1a. Position applied for:** |  |
| **1b. Is the position:**  | Full time [ ]  | Part-time [ ]  | Permanent [ ]  | Temporary [ ]  |
| **2a. Age – please indicate:** | 16-24 [ ]  | 25-29 [ ]  | 30-39 [ ]  | 40-49 [ ]  | 50-59 [ ]  | 60-74 [ ]  |
| **3a. Ethnicity** – **how would you describe your ethnicity?**  | Prefer not to say [ ]  |
| **White:** | British [ ]  | Scottish [ ]  | Welsh [ ]  | English [ ]  |
|  | Irish [ ]  | Gypsy/Traveller ☐ | Other White background [ ]  |
| **Mixed:** | White and Black Caribbean [ ]  | White and Black African [ ]  | White and Asian [ ]  | Other Mixed background [ ]  |
| **Asian or Asian British:** | Pakistani [ ]  | Bangladeshi [ ]  | Chinese [ ]  | Indian [ ]  |
|  | Other Asian background ☐ |  |  |
| **Black or Black British:** | Caribbean [ ]  | African [ ]  | Other Black background [ ]  |
| **Other ethnic group:** | Arab [ ]  | Other ethnic group [ ]  | Please specify: |
| **3b. What is your nationality?** |  |
| **3c. Do you require a Work Permit?**  | Yes [ ]  | No [ ]  |  |
| **4a. Religion or belief – please indicate what best describes you:** |
| Buddhist [ ]  | Christian [ ]  | Hindu [ ]  | Jewish [ ]  | Muslim [ ]  | Sikh [ ]  |
| Agnostic [ ]  | Atheist ☐ | No religion [ ]  | Other [ ]  | Prefer not to say [ ]  |

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| **5a. Socio-economic background – What was the occupation of your main household earner when you were aged about 14?** |
| **Modern professional and traditional professional occupations** such as teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer [ ]  | **Senior, middle or junior managers or administrators** such as finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager [ ]  | **Clerical and intermediate occupations** such as secretary, personal assistant, call centre agent, clerical worker, nursery nurse[ ]  |
| **Technical and craft occupations** such as motor mechanic, plumber, printer, electrician, gardener, train driver [ ]  | **Routine, semi-routine manual and service occupations** such as postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff [ ]  | **Long-term unemployed** (claimed Jobseeker’s Allowance or earlier unemployment benefit for more than a year) [ ]  |
| **Small business owners** who employed fewer than 20 people such as corner shop owners, small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner | **Other** such as retired, this question does not apply to me, I don’t know [ ]  | Prefer not to say[ ]  |
| **5b. Which type of school did you attend for the most time between the ages of 11 and 16?** |
| State-run or state-funded school [ ]  | Independent or fee-paying school [ ]  | Independent or fee-paying school, where I received a means-tested bursary covering 90% or more of the overall cost of attending throughout my time there [ ]  |
| Attended school outside the UK [ ]  | I don’t know [ ]  | Prefer not to say [ ]  |
| **5c. If you finished school after 1980, were you eligible for free school meals at any point during your school years?** |
| Yes [ ]  | No [ ]  | Not applicable (finished school before 1980 or went to school overseas) [ ]  | I don’t know [ ]  | Prefer not to say [ ]  |
| **6a. Sex – please indicate what best describes you:** |
| Female [ ]  | Male [ ]  | Prefer not to say [ ]  |  |
| **7a. Transgender – do you currently live or plan to live in the gender opposite to your gender at birth:** |
| Yes [ ]  | No [ ]  | Prefer not to say [ ]  |  |
| **8a. Sexual orientation – please indicate your sexual orientation:** |
| Heterosexual [ ]  | Gay man [ ]  | Gay woman/Lesbian [ ]  | Bisexual [ ]  | Other [ ]  | Prefer not to say [ ]  |

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| **9a. Do you consider yourself to have a disability or long-term health condition?**The equality Act 2010 defines disability as a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out your normal day-to-day activities which has lasted, or is expected to last, at least 12 months. Alternatively some conditions, such as severe disfigurement, a diagnosis of cancer, HIV infection, multiple sclerosis or a progressive condition, are also covered under the Act. Please answer the following questions to help us make reasonable adjustments to address your needs for support to overcome barriers in the workplace. |
| Yes [ ]  | No [ ]  | Prefer not to say [ ]  |  |
| **9b. If yes, which of the following apply to you? (you can select more than one)** |
| Blind or visual impairment [ ]  | Deaf or hearing impairment [ ]  | Learning Difficulty [ ]  | Mental health Condition [ ]  | Mobility [ ]  |
| Physical Impairment [ ]  | Other disability [ ]  | None of these [ ]  | Prefer not to say [ ]  |  |
| **9c. To ensure we offer you a fair recruitment process, please tell us whether you require any reasonable adjustment should you be invited to interview:** |
| Yes [ ]  | No [ ]  |  |
| **9d. If yes, please provide details.**We will endeavour to provide access, equipment or other practical support to ensure that applicants attending interviews are not unfairly disadvantaged. |  |
| *I hereby declare that the information provided on all parts of this form is correct.* |
| **Signature of applicant:** | **Date:** |