

# EQUAL OPPORTUNITIES MONITORING FORM



The Brook Learning Trust is committed to developing and implementing its Equal Opportunities Policy. The Trust recognises that discrimination occurs in employment (on the basis of age, disability, gender reassignment, pregnancy & maternity, race, religion, gender, sexual orientation and marriage/civil partnerships) and seeks to ensure recruitment and selection is carried out fairly. In order to identify possible discrimination, the school monitors applications for jobs. You are asked to assist us by completing the form below. This information will only be used to monitor recruitment and will be detached **before** the selection process.

Post title	Academy

Age		
20 years or younger <input type="checkbox"/>	21 – 30 <input type="checkbox"/>	31 – 40 <input type="checkbox"/>
41 – 50 <input type="checkbox"/>	51 – 60 <input type="checkbox"/>	61 years or over <input type="checkbox"/>
I prefer not to answer this question <input type="checkbox"/>		

Disability
Do you consider yourself to be disabled under the terms of the Disability Discrimination Act?
<i>The Disability Discrimination Act 1995 defines disability as 'a physical or mental impairment which has a substantial and long-term adverse effect on an individual's ability to carry out normal day to day activities'</i>
Yes <input type="checkbox"/> No <input type="checkbox"/>
Please indicate if you require adjustments or assistance to enable you to attend an interview <i>(note that this information may have to be disclosed to the recruiting manager after shortlisting in order to ensure that the adjustments required are facilitated where possible.)</i>

Sex
Female <input type="checkbox"/> Male <input type="checkbox"/>
I prefer not to answer this question <input type="checkbox"/>

Gender identity
I identify as,
Female <input type="checkbox"/> Male <input type="checkbox"/> Non-binary <input type="checkbox"/>
I prefer not to answer this question <input type="checkbox"/> I prefer to self-describe _____

Sexual orientation
Straight/Heterosexual <input type="checkbox"/> Gay/Homosexual <input type="checkbox"/> Bisexual <input type="checkbox"/>
I prefer not to answer this question <input type="checkbox"/> I prefer to self-describe _____

Are you married or in a civil partnership?
Yes <input type="checkbox"/> No <input type="checkbox"/>
I prefer not to answer this question <input type="checkbox"/>

**My Ethnicity is**

White

- British
- Irish
- Any other white background

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Any other Asian background

Mixed

- White & Black Caribbean
- White & Black African
- White & Asian
- Any other mixed background

Black or Black British

- Caribbean
- African
- Any other black background

Chinese

- Chinese

Other

- Any other Ethnic background

Please specify \_\_\_\_\_

**How would you describe your religion or belief**

Christian

Buddhist

Hindu

Jewish

Muslim

Sikh

None

I prefer not to answer this question  I prefer to self-describe \_\_\_\_\_

**Protecting your personal information:** This information will be retained and used by the Brook Learning Trust for the purposes of monitoring its workforce, in order to make required returns and to ensure that all staff are treated solely on grounds of ability and merit.