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 | 21 – 30 | 31 – 40 |
| 41 – 50 | 51 – 60 | 61 years or over |
| I prefer not to answer this question |  |  |

|  |  |  |
| --- | --- | --- |
| **Disability** | | |
| Do you consider yourself to be disabled under the terms of the Disability Discrimination Act?  *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’* | | |
| Yes | No |  |
| Please indicate if you require adjustments or assistance to enable you to attend an interview  (*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.)* | | |

|  |  |  |
| --- | --- | --- |
| **Sex** | | |
| Female | Male |  |
| I prefer not to answer this question |  |  |

|  |  |  |
| --- | --- | --- |
| **Gender identity** | | |
| I identify as, | | |
| Female | Male | Non-binary |
| I prefer not to answer this question | I prefer to self-describe \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |

|  |  |  |
| --- | --- | --- |
| **Sexual orientation** | | |
| Straight/Heterosexual | Gay/Homosexual | Bisexual |
| I prefer not to answer this question | I prefer to self-describe \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |

|  |  |  |  |
| --- | --- | --- | --- |
| **Are you married or in a civil partnership?** | | | |
| Yes | No | |  |
| I prefer not to answer this question |  | |  |
| **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.*