**Monitoring Equality and Diversity in Employment**

This section of the application form will be detached from your application from and will be used solely for monitoring purposes and for verification of identity; we will not make this information available to those involved in the selection process for the job you are applying for.

Bedford Free School recognises and actively promotes the benefits of a diverse workforce and is committed to treating all employees with dignity and respect regardless of race, gender, disability, age, sexual orientation, religion or belief. We have an Equal Opportunities Policy which aims to make sure that we treat everyone fairly.

To help us monitor this Policy, please answer the questions below. In order for your application to be considered completion of Section A is required. Completion of Section B is at your discretion.

|  |  |  |  |
| --- | --- | --- | --- |
| **SECTION A** |  | | |
| **Your full name:** | | **Title:** | **Date of Birth:** |
| **Gender: (please specify)** | | **National Insurance Number:** | |
| **Other names you have been known by:** | | | |
| **Please state where you saw this post advertised:** | | | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SECTION B** | |  | | | | | | | | | | | | |
| **a) Ethnic Classification** Which of the following groups do you feel best describes your ethnic origin? | | | | | | | | | | | | | | |
| **Asian/Asian British** | Indian | | |  | Pakistani | | |  | Bangladeshi | |  | Other Asian background, please specify |  | |
| **Black/Black British** | Caribbean | | |  | African | | |  | Any other Black background | |  | Please specify background |  | |
| **Chinese or other Ethnic**  **Group** | Chinese | | |  | Any other Ethnic group | | | | | |  | Please specify Ethnic Group |  | |
| **Mixed** | White and Black Caribbean | | |  | White and Black African | | |  | White and Asian | |  | Other Mixed background, please specify |  | |
| **White** | British | | |  | Irish | | |  | Any other Mixed background | |  | Please specify background |  | |
| **b) Disability** The Disability Discrimination Act defines disability as ‘a physical or mental impairment which has a substantial and long term effect on the person’s ability to carry out day to day activities’. | | | | | | | | | | | | | | |
| **Do you consider yourself to have a disability under the Disability Discrimination Act 1995?** (Please select Yes/No as appropriate) | | | | | | | | | | | | **Yes** | **No** | |
| **If you have answered 'yes' please complete the form overleaf.** | | | | | | | | | | | | | | |
| **c) Sexual Orientation:** Which of the following do you feel best describes your sexual orientation? | | | | | | | | | | | | | | |
| **Lesbian** |  | | **Gay Man** | | |  | **Bisexual** | | |  | **Heterosexual** | | |  |
| **d) Religion/Faith/Belief:** Which of the following groups do you feel best describes your religion/faith/belief?Religion/Faith/Belief? | | | | | | | | | | | | | | |
| **Buddhist** |  | | **Christian** | | |  | **Hindu** | | |  | **Jewish** | | |  |
| **Muslim** |  | | **Sikh** | | |  | **No Religion** | | |  | **Other** please specify | |  | |

**Guaranteed Interview Scheme**



Bedford Free School is committed to the employment and career development of disabled people.

To demonstrate our commitment we use the Disability Symbol which is awarded by the Employment Service. As a symbol user, we guarantee an interview to anyone with a disability whose application meets the minimum criteria for the post.

**What do we mean by disability?**

The Disability Discrimination Act, 1995 defines a disabled person as someone who has a physical or mental impairment which has a substantial and adverse long-term effect on his or her ability to carry out normal day-to-day activities.

**How do I apply?**

Simply complete this section, and read the declaration below and sign.

|  |
| --- |
| **Please give details of your disability:** |
|  |
| **Are there any arrangements that may be required to be made should you be invited for interview?** |
|  |

We will try to provide access, equipment or other practical support to ensure that people with disabilities can compete on equal terms with non-disabled people.

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| **Declaration:**  **I consider myself to have a disability as defined above and I would like to apply under the Guaranteed Interview Scheme:**  **Signature:**  **Name:**  **Date:** |

**Any false declaration of disability to obtain an interview will invalidate any contract of employment.**