**Equality and Diversity Monitoring**

The Birkenhead Park School wants to meet the aims and commitments set out in its Equal Opportunities policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary.

The information you provide will remain confidential, and be stored securely and limited to only some staff in the School’s Human Resources department.

**Gender**

Male [ ]

Female [ ]

Prefer not to say [ ]

**Are you married or in a civil partnership?**

Yes [ ]

No [ ]

Prefer to not say [ ]

**Age**

|  |  |  |
| --- | --- | --- |
| 16 – 24 [ ]  | 25 – 29 [ ]  | 30 – 34 [ ]  |
| 35 – 39 [ ]  | 40 – 44 [ ]  | 45 – 49 [ ]  |
| 50 – 54 [ ]  | 55 – 59 [ ]  | 60 – 64 [ ]  |
| 65+ [ ]  | Prefer not to say [ ]  |  |

**Ethnicity**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.

***White***

|  |  |  |  |
| --- | --- | --- | --- |
| English [ ]  | Welsh [ ]  | Scottish [ ]  | Northern Irish [ ]  |
|  |  |  |  |
| Irish [ ]  | British [ ]  | Gypsy or Irish Traveller [ ]  | Prefer not to say [ ]  |

***Mixed / Multiple Ethnic Groups***

|  |  |
| --- | --- |
| White and Black Caribbean [ ]  | White and Black African [ ]  |
|  |  |
| White and Asian [ ]  | Any other mixed background, please state: |
|  |  |
| Prefer not to say [ ]  |  |

***Asian / British Asian***

|  |  |  |  |
| --- | --- | --- | --- |
| Indian [ ]  | Pakistani [ ]  | Bangladeshi [ ]  | Chinese [ ]  |
|  |  |  |  |
| Prefer not to say [ ]  | Any other Asian background, please state: |

***Black / African / Caribbean / Black British***

|  |  |  |  |
| --- | --- | --- | --- |
| African [ ]  | Caribbean [ ]  |  |  |
|  |  |  |  |
| Prefer not to say [ ]  | Any other Black / African / Caribbean background, please state: |

***Other ethnic group***

|  |  |  |  |
| --- | --- | --- | --- |
| Arab [ ]  | Prefer not to say [ ]  |  |  |
|  |  |  |  |
| Any other ethnic group, please state: |

**Do you consider yourself to have a disability or health condition?**

|  |  |  |
| --- | --- | --- |
| Yes [ ]  | No [ ]  | Prefer not to say [ ]  |

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write here:

The information in this form is for monitoring purposes only.

If you believe you need a ‘reasonable adjustment’, please discuss this with the manager running the recruitment process.

**What is your sexual orientation?**

|  |  |  |
| --- | --- | --- |
| Heterosexual [ ]  | Gay woman / lesbian [ ]  | Gay man [ ]  |
|  |  |  |
| Bisexual [ ]  | Prefer not to say [ ]  | If other, please state: |

**What is your religion or belief?**

|  |  |  |
| --- | --- | --- |
| No religion or belief [ ]  | Buddhist [ ]  | Christian [ ]  |
|  |  |  |
| Hindu [ ]  | Jewish [ ]  | Muslim [ ]  |
|  |  |  |
| Sikh [ ]  | Prefer not to say [ ]  | If other, please state: |

**What is your current working pattern?**

|  |  |  |  |
| --- | --- | --- | --- |
| Full time [ ]  | Part time [ ]  | Not in work [ ]  | Prefer not to say [ ]  |

**Do you have caring responsibilities? If yes, please tick all that apply.**

|  |
| --- |
| None [ ]  |
| Primary carer of a child / children under 18 [ ]  |
| Primary carer of disabled child / children [ ]  |
| Primary carer of disabled adult (18 and over) [ ]  |
| Primary carer of older person [ ]  |
| Secondary carer *(another person carries out the main caring role)* [ ]  |
| Prefer not to say [ ]  |