Monitoring of equality and diversity  
 for the appointment of staff in schools

This form must be kept separate from the applicants application form and given to recruitment panel after shortlisting has been confirmed.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Oak Trees Multi Academy Trust aims to promote equality of opportunity for all with the right mix of talent, skills and potential. We welcome applications from diverse candidates.  ***Why do I need to complete Equality & Diversity Questions?***  The Trust has a legal duty to promote equality and diversity. This duty applies to everything the Trust does, both as an employer and a provider of services. In order to help us, please answer the following questions and complete the declaration at the bottom of the end page.  ***What happens to the Equality & Diversity information?***  All data, in accordance with the Data Protection Act will be confidentially retained and used only for the purpose of reporting and for the production of statistical reports. The Equality & Diversity data will only be recorded and maintained on the employee’s personal record used for the purpose of statistical reports in relation to equality and performance indicators including recruitment. | | | | |
| Position applied for: | | |  | |
| Closing date: | | |  | |
| **Please repeat your personal details below** | | | | |
| Title: |  | Full name: | |  |
| Age |  | Date of birth | |  |

Your ethnicity

|  |  |
| --- | --- |
| **What is your ethnic group?**  **Please tick the relevant ethnic group.** | |
| A. Asian | * Indian * Pakistani * Bangladeshi * Chinese * Any other Asian background - please state:\_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |
| B. Black | * Caribbean * African * Any other black background - please state:\_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |
| C. Mixed | * White and Black Caribbean * White and Black African * White and Asian * Any other Mixed background - please state:\_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |
| D. Other ethnic group | * Arab * Any other Ethnic Group - please state:\_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |
| E. White | * English/Welsh/Scottish/Northern Irish/British * Irish * Gypsy or Irish Traveller * Any other White background - please state:\_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |

Your religion or belief

|  |  |
| --- | --- |
| **What is your religion or belief?** | |
| * None * Christian (including Church of England, Catholic, Protestant & all other Christian denominations) * Buddhist * Hindu * Jewish * Muslim * Sikh | * Humanist * Atheist * Agnostic * Pagan * Any other religion or belief - please state: * Prefer to self-define * Prefer not to say |

Your disability

|  |  |
| --- | --- |
| **Do you consider yourself to be a disabled person?** | |
| * Yes * No * Prefer not to say | Please select all that apply: Multiple selection on all options as may be impacted by more than one.   * Physical Disability * Mental Health Condition * Learning Difference * Neurodivergent * Prefer not to say |

Marriage or Civil Partnership

|  |  |  |  |
| --- | --- | --- | --- |
| **Are you currently married or in a civil partnership?** | | | |
| Are you currently married?   * Yes * No | * Same sex * Opposite sex * Prefer to self-define. Please tell us……. * Prefer not to say | Are you in a civil partnership?   * Yes * No | * Same sex * Opposite sex * Prefer to self-define. Please tell us……. * Prefer not to say |

Your sexual orientation

|  |  |
| --- | --- |
| **What is your sexual orientation?** | |
| * Asexual * Bisexual * Heterosexual * Lesbian or Gay | * Pansexual * Prefer to self-define - please let us know: \_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say * Questioning |

Your gender identity

|  |  |  |
| --- | --- | --- |
| **What is your gender identity?** | | |
| * Non binary * Gender fluid | * Female * Male | * Prefer to self-define - please let us know: \_\_\_\_\_\_\_\_\_\_\_ * Prefer not to say |

Gender reassignment

|  |  |
| --- | --- |
| **Is your gender identity the same as the gender you were assigned at birth?** | |
| * Yes * No * Prefer not to say | * Prefer to self-define - please let us know: |

Pregnancy and maternity

|  |  |  |
| --- | --- | --- |
| **Are you currently pregnant?** | | |
| * Yes | * No | * Prefer not to say |
| **Are you currently on maternity leave?** | | |
| * Yes | * No | * Prefer not to say |

Confirmation of Declaration

|  |  |
| --- | --- |
| The details given by me are correct to my knowledge and belief. | |
| Signed: | Date: |