**Strictly Confidential**

**Equality and Diversity Monitoring Form**

**Job Title: Job Reference Number:**

The James Montgomery Academy Trust wants to meet the aims and commitments set out in its Equality Policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of our workforce in encouraging equality and diversity.

To help us with this we would like you to complete this form, though this is entirely voluntary.

Please return the completed form along with your application form, so we can ensure our Equality Policy is effective and to find out how well our recruitment process works.

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| --- | --- | --- | --- | --- |
| **Gender** (please tick) | | | |  |
| Man | Woman | Intersex | Non-binary | Prefer not to say |
| If you prefer to use your own term, please specify here: | | | | |

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| --- | --- | --- |
| **Are you married or in a civil partnership?** (please tick) | | |
| Yes | No | Prefer not to say |

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| --- | --- | --- | --- | --- |
| **Age** (please tick) | | | | |
| 16 - 24 | 25 -29 | 30 - 34 | 35 - 39 | 40 - 44 |
| 45 - 49 | 50 - 54 | 55 - 59 | 60 - 64 | 65+ |
| Prefer not to say | | | | |

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| --- | --- | --- | --- | --- |
| **What is your 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 | Irish | |
| Northern Irish | British | Gypsy/Irish Traveller | Prefer not to say | |
| Any other white background, please write in: | | | | |
| **Mixed/multiple ethnic groups** | | | | |
| White and Black Caribbean | | White and Black African | | White and Asian |
| Prefer not to say | | Any other mixed background, please write in: | | |
| **Asian/Asian British** | | | | |
| Indian | Pakistani | Bangladeshi | Chinese | Prefer not to say |
| Any other Asian background, please write in: | | | | |
| **Black/African/Caribbean/Black British** | | | | |
| Black | African | Caribbean | Prefer not to say | |
| Any other Black/African/Caribbean background, please write in: | | | | |
| **Other Ethnic Group** | | | | |
| Arab | Prefer not to say | | | |
| Any other ethnic group, please write in: | | | | |

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| **Do you consider yourself to be disabled or have a health condition?** (please tick) | | |
| 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 in here:  The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’ then please discuss this with your line manager, or the person who is running the recruitment process if you are an applicant. | | |

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| --- | --- | --- | --- | --- |
| **What is your sexual orientation?** (please tick) | | | | |
| Heterosexual | Gay | Lesbian | Bisexual | Prefer not to say |
| If you prefer to use your own term, please specify here: | | | | |

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| --- | --- | --- | --- |
| **What is your religion or belief?** (please tick) | | | |
| No religion or belief | Buddhist | Christian | Hindu |
| Jewish | Muslim | Sikh | Prefer not to say |
| If other religion or belief, please write in: | | | |

|  |  |
| --- | --- |
| **Do you have caring responsibilities?**  (please tick all that apply) | |
| None | Primary carer of a child(ren) under 18 |
| Primary carer of a disabled child(ren) | Primary carer of a disabled adult (18 or over) |
| Primary carer of an older person | Secondary carer (another person carries out the primary carer role) |
| Prefer not to say | Please specify other caring role if none of the above apply |