

# Equalities Monitoring Form

(confidential)

## Equality Statement

The Trust confirms its commitment to its policy on Equality & Diversity for all its stakeholders including students and potential students, staff and potential staff and visitors. We do not discriminate on the basis of race, disability, gender, sexual orientation, gender reassignment, religion or belief and age.

The information you provide on this form is of paramount importance as it enables us to assess the effectiveness of our Equality Policy to ensure that recruitment and selection procedures and employment practices are open and fair.

On receipt of this form it will be kept separately from your application and will not be referred to during the short listing/interview process. We aim to give you confidence that your application will only be used to monitor the operation of Equality & Diversity policies and that the diversity data of individual applicants remains strictly confidential. This is a legal requirement under the Data Protection Act.

## Why do we monitor?

- We are bound by equality legislation to monitor on the basis of ethnicity, gender and disability to ensure we do not discriminate against our students, staff or visitors.
- Through the monitoring data we gather, we measure our progress and identify areas for improvement. We are committed to taking action to address significant differences or indications that groups or individuals are treated differently or adversely.
- The Academy is required to gather data on the basis of gender, race and disability and age. Anonymised data is submitted to the Government through the School Workforce Census. Reports are also submitted to the board of Trustees and Local Advisory Committees.

If you require assistance in completing this form please contact the HR Department.

We would be grateful if you would complete the following in order for us to monitor equalities information and ensure that we are treating all candidates fairly and appropriately.

This information will be treated confidentially and will not be used in any part of the selection process.

**Academy**

THE HOWARD ACADEMY TRUST

**Post applying for:**

**Name:**

**Date of Birth:**

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**Gender:**

<input type="checkbox"/> Male	<input type="checkbox"/> Female
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**Nationality:**

<input type="checkbox"/> British	<input type="checkbox"/> Irish
<input type="checkbox"/> Other EU country	<input type="checkbox"/> Other Non EU country

*Continued overleaf*

**Ethnicity:**

Please indicate your ethnic origin:

**A White**

- British
- Irish
- Other White background \*

**B Mixed**

- White & Black Caribbean
- White & Black African
- White & Asian
- Other Mixed background \*

**C Asian & Asian British**

- Indian
- Pakistani
- Bangladeshi
- Other Asian background \*

**D Black & Black British**

- Caribbean
- African
- Other Black background \*

**E Chinese or other group**

- Chinese
- Any other background \*

I do not wish to disclose my ethnic origin to The Howard Academy Trust

\* Please indicate any other ethnic background:

**Sexual Orientation:**

Please indicate your sexual orientation:

- Heterosexual
- Transsexual
- Bisexual
- Gay
- Lesbian
- Other
- I do not wish to disclose my sexual orientation to The Howard Academy Trust

**Disability**

Disability is described by the Equality Act 2010 as a physical or mental impairment that has a substantial long term adverse effect on an individual's ability to carry out normal day to day activities.

Applications from disabled people are welcome. We will ensure that appropriate support is provided where required, both in the recruitment and selection process, and during employment.

Do you consider yourself to have a disability?

- Yes
- No
- I do not wish to disclose my disability data to The Howard Academy Trust

Thank you for completing this form.

The above information will not be shared with the selection panel prior to interview.

This information will be retained, confidentially, and used for payroll / monitoring purposes.

Completed forms should be submitted either with your application form (if applying direct) or emailed to [hr@thatrust.org.uk](mailto:hr@thatrust.org.uk)