**Equality and Diversity Monitoring**

The Birkenhead Park School 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 the workforce in encouraging equality and diversity.

The information provided will be kept confidential and will be used for monitoring purposes.

If you have any questions about the form contact the school’s HR department.

Please return the completed form to recruitment@birkenheadparkschool.com.

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**Gender**

Male [ ]

Female [ ]

Intersex [ ]

Non-binary [ ]

Prefer not to say [ ]

If you prefer to use your own gender identity, please write in:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**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.

***Asian or Asian British***

Indian \* Pakistani \* Bangladeshi \* Chinese \* Prefer not to say \*

Any other Asian background, please write in:

***Black, African, Caribbean or Black British***

African \* Caribbean \* Prefer not to say \*

Any other Black, African or Caribbean background, please write in:

***Mixed or Multiple ethnic groups***

White and Black Caribbean \* White and Black African \* White and Asian \* Prefer not to say \* Any other Mixed or Multiple ethnic background, please write in:

***White***

English \* Welsh \* Scottish \* Northern Irish \* Irish \*

British \* Gypsy or Irish Traveller \* Prefer not to say \*

Any other White background, please write in:

***Other ethnic group***

Arab \* Prefer not to say \* Any other ethnic group, please write in:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**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.

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**What is your sexual orientation?**

|  |  |  |
| --- | --- | --- |
| Heterosexual [ ]  | Gay [ ]  | Lesbian [ ]  |
|  |  |  |
| Bisexual [ ]  | Asexual [ ]  | Pansexual [ ]  |

|  |  |  |
| --- | --- | --- |
| Undecided [ ]  | Prefer not to say [ ]  |  |

If you prefer to use your own identity, please write it in:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**What is your religion or belief?**

|  |  |  |
| --- | --- | --- |
| No religion or belief [ ]  | Buddhist [ ]  | Christian [ ]  |
|  |  |  |
| Hindu [ ]  | Jewish [ ]  | Muslim [ ]  |
|  |  |  |
| Sikh [ ]  | Prefer not to say [ ]  |  |

If other religion or belief, please write it in:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**What is your current working pattern?**

|  |  |  |  |
| --- | --- | --- | --- |
| Full time [ ]  | Part time [ ]  | 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 [ ]  |

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |
| --- |
| **Data Protection and Privacy**BPS is aware of its obligations under the General Data Protection Regulation (GDPR) and is committed to processing your data securely and transparently. Please see our Candidate Privacy Notice in our recruitment documentation which sets out, in line with GDPR, the types of data that we collect and hold on you as a job applicant. It also sets out how we use that information, how long we keep it for and other relevant information about your data.  |