

Norland College Equal Opportunities Monitoring Form

Norland College is committed to recruiting, retaining and developing a workforce that reflects at all grades the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can ensure that our HR processes are fair, transparent, promote equality of opportunity for all staff, and do not have an adverse impact on any particular group. Your cooperation in providing us with accurate data will ensure that we, not only meet our legal obligations, but even more importantly will result in us designing and applying policies and processes that attract and retain a diverse, talented and motivated workforce.

Privacy Statement

Any information provided on this form will be treated as strictly confidential and will be used for statistical purposes only. It will not be seen by anybody directly involved in the selection process. No information will be published or used in any way which allows any individual to be identified. There is no legal obligation for you to complete this form.

|  |
| --- |
|  |

**Gender**? [ ]  Male [ ] Female

**Are you married or in a civil partnership?** [ ] Ye**s** [ ] No

**Age** 16**-**24[ ] 25-29 [ ]  30-34 [ ]

 35-39 [ ]  40-44 [ ]  45-49 [ ]

 50-54 [ ]  55-59 [ ]  60-64 [ ]

 65+ [ ]  Prefer not to say [ ]

**How would you describe your national identity?**

[ ] English [ ] Welsh [ ] Scottish

[ ] Northern Irish [ ]  British Other [ ]  Other

[ ] Prefer not to say

**What is your ethnicity?**

Ethnic origin categories are not nationality, place of birth or citizenship. They are about the group to which you as an individual perceive you belong. Please indicate ethnic origin by ticking the appropriate box.

**White**

[ ] English [ ] Welsh [ ] Scottish

[ ] Northern Irish [ ] Irish [ ] Gypsy or Irish Traveller

[ ] Other white background

**Mixed/multiple ethnic groups**

[ ] White and Black Caribbean [ ]  White and Black African

[ ] White and Asian [ ]  Any other mixed background

**Asian/Asian British**

[ ] Indian [ ]  Pakistani [ ]  Bangladeshi

[ ] Chinese [ ]  Any other Asian background

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

[ ] African [ ] Caribbean

[ ] Any other Black/African/Caribbean background

**Other ethnic group**

[ ] Arab [ ]  Any other ethnic group [ ]  Prefer not to say

**Do you consider yourself to be disabled?**

*Any information you provide here will be used for monitoring purposes only - if you need a ‘reasonable adjustment’, then please follow the additional separate process. We will take reasonable steps to meet your particular needs.*

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

**What is your sexual orientation?**

[ ] Heterosexual/straight [ ]  Gay woman/lesbian [ ]  Gay man

[ ] Bisexual [ ]  Other [ ] Prefer not to say

**What is your religion or belief?**

[ ] No religion [ ] Buddhist [ ] Christian

[ ] Hindu [ ] Jewish [ ] Muslim

[ ] Sikh [ ] Any other religion [ ] Prefer not to say

**What is your current working pattern?**

[ ] Full time [ ] Part time [ ] Prefer not to say

**What are your flexible working arrangements?**

[ ] None [ ] Flexi -Time [ ] Staggered hours

[ ] Term-time hours [ ] Annualised hours [ ] Job-share

[ ] Flexible shifts [ ] Compressed hours [ ] Homeworking

[ ] Currently not working [ ] Other

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

[ ] None [ ] Secondary carer

[ ] Primary carer of child/children (under 18) [ ] Primary carer of disabled child/children

[ ] Primary carer of disabled adult (18 and over) [ ] Primary carer of older person (65+)

[ ] Prefer not to say

**By completeing this form you have helped us to better understand how we, as an employer, ensure equality of opportunity for all.**

**Thank you**