

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**-**2425-29  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**