

The Mast Academy Trust

Equal Opportunity Monitoring

What is Equality Monitoring?

Why do we want to collect information about you?

We believe in treating everyone fairly and see the diversity of our community and workforce as a real strength. To be sure that our workforce reflects the community we serve we monitor both employees and applicants to see if any groups are under-represented. We want to encourage people from all groups to apply for the jobs we advertise.

What don't we do with your information?

As an applicant we don't share any of the your information outside of the Trust. All information is classed as personal data under the Data Protection Act (see www.dataprotectionact.org for full details) and is therefore confidential. It is not disclosed under any circumstances.

What do we do with your information?

We only use your information for statistical purposes and to check that our recruitment process is attracting people from all communities and backgrounds. The information is reported at a general level and your identity will not be disclosed.

You do not have to answer the questions about you and if you choose not to it will not make any difference to your application for employment with The Mast Academy Trust. However, by answering the questions you will help us to ensure our recruitment process is fair and accessible to all.

Job Title	
School Name	

SECTION A – Guidance

Completing the Equal Opportunities Monitoring Form

- Please refer to the 'What is Equality Monitoring?' on the front page
- Using the following link to a booklet independently produced to give you 10 reasons why you should complete this form at http://www.stonewall.org.uk/at_home/3460.asp

The information that you provide as an applicant is confidential and will only be used to produce statistics for equality and recruitment monitoring only, and will not be shared with the shortlisting or recruitment panels.

Please ensure you have completed the Job Title and the School Name on the front page.

Providing as much information as possible will help us to:

- Monitor our progress around equality and diversity representation within our workforce.
- Remove barriers in our recruitment, retention and development processes for potential and existing employees and aim to ensure that people from all sections of our community have fair and transparent opportunities within all areas of the Trust's control.
- Look at groups that are under-represented and consider positive action strategies to encourage people from all groups to apply.

The Mast Academy Trust recognises that all employees have an individual responsibility in the promotion of equality and diversity.

SECTION B – Information about you

Please complete in BLOCK CAPITAL LETTERS

Name				
Gender	Male		Female	
Date of Birth				

SECTION C – Ethnicity

How would you describe your ethnic origin?

Tick one box only

White	English / Welsh / Scottish / Northern Irish / British	
	Irish	
	Any other White background	<i>Please note below</i>
Asian or Asian British	Indian	
	Pakistani	
	Bangladeshi	
	Kashmiri	
	Any other Asian background	<i>Please note below</i>
Black or Black British	Caribbean	
	African	
	Any other Black background	<i>Please note below</i>
Mixed	White and Black Caribbean	
	White and Black African	
	White and Asian	
	Any other Asian background	<i>Please note below</i>
Other Ethnic Origin	Chinese	
	Any other Asian background	<i>Please note below</i>

SECTION D – Disability

Do you consider yourself to be a disabled person?

Tick one box only

YES		NO		I am not prepared to say
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SECTION E – Sexual Orientation

How would you describe your sexual orientation?

Tick one box only

Heterosexual/Straight		Lesbian/Gay woman
Gay man		Bisexual
I am not prepared to say		None of these (please note below)

SECTION F – Religion

What is your religion, even if you are not currently practising?

Tick one box only

Buddhist		Christian
Hindu		Jewish
Muslim		Sikh
No Religion		I am not prepared to say
Any other (please note below)		

Thank you for taking the time to complete this form