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**EQUALITIES POLICY**

Hardenhuish School is committed to a policy of ensuring that all job applicants and employees receive equality of opportunity.

The aim of the Equalities Act 2010 is to ensure that no applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origins, sex or marital status, age, disability, sexual orientation or religious beliefs and practices or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

To ensure the Equalities Policy is being carried out, Hardenhuish School has undertaken to monitor all aspects of the recruitment and selection processes in order to build an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The monitoring exercise has been designed in accordance with guidelines from the Commission for Racial Equality and the Equal Opportunities Commission and it has been approved by the appropriate Trade Unions. The information will not be used for any other purposes than monitoring of the Equalities Policy. All information supplied will be strictly confidential. In order to assist Hardenhuish School to pursue its policy of equality would you please complete the questionnaire overleaf. The information you give will be securely filed in line with our GDPR and Record Retention policies.

Only with your co-operation can the monitoring exercise be effective, and I would therefore be particularly grateful for your help.

**Lisa Percy**

**Headteacher**

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Thank you for answering these questions. Please return this form to:

Human Resources, Hardenhuish School, Hardenhuish Lane, Chippenham, Wiltshire, SN14 6RJ or, alternatively email it to [hr@hardenhuish.wilts.sch.uk](mailto:hr@hardenhuish.wilts.sch.uk)

**EQUALITY OF OPPORTUNITY: APPLICATION MONITORING**

The following information will be separated from the job application and will be treated in the strictest confidence.

|  |  |
| --- | --- |
| Title of post applied for | **Please confirm post name and date** |

|  |  |
| --- | --- |
| **ETHNIC ORIGIN**  Completion and submission of this form is taken as consent to process the information you have provided.  I would describe my ethnic origin as:  (Please **✓** the appropriate box) | |
| - White, British | **GENDER** (Please **✓** the appropriate box)   |  |  | | --- | --- | | Male |  | | Female |  | | Intersex |  | | Non-Binary |  | | Prefer not to say |  |   **AGE**   |  | | --- | |  |   **DATE OF BIRTH**   |  | | --- | | / / | |
| - White, Irish |  |
| - White, any other White background |  |
| - Mixed, White and Black Caribbean |  |
| - Mixed, White and Black African |  |
| - Mixed White and Asian |  |
| - Mixed, any other mixed background |  |
| - Asian or Asian British, Indian |  |
| - Asian or Asian British, Pakistani |  |
| - Asian or Asian British, Bangladeshi |  |
| - Asian or Asian British, any other Asian background |  |
| - Black or Black British, Caribbean | **DISABILITY/HEALTH CONDITION**  (Please **✓** the appropriate box)  Do you consider yourself to have a disability or health condition?   |  |  | | --- | --- | | YES |  | | NO |  |   What is the effect of impact of your disability or health condition on your ability to give your best at work? Please write below: |
| - Black or Black British, African |  |
| - Black or Black British, any other Black background |  |
| - Chinese |  |
| - Any other ethnic background |  |
| - Do not wish to be recorded |  |

What is your sexual orientation?

|  |  |
| --- | --- |
| Heterosexual |  |
| Gay |  |
| Lesbian |  |
| Bisexual |  |
| Prefer not to say |  |
| Please use your own term if you prefer |  |

What is your religion or belief?

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