# Llandovery College

## Equal Opportunities Monitoring Form

In accordance with its policy on equal opportunities in employment, the employer will provide equal opportunities to any employee or job applicant and will not discriminate either directly or indirectly because of race, sex, sexual orientation, transgender status, religion or belief, marital or civil partnership status, age, disability, or pregnancy and maternity.

In order to assess how successful this policy is we have set up a system of monitoring all job applications. We would therefore be grateful if you would complete the questions on this form. We have asked for your name to enable us to monitor applications at shortlisting and appointment as well as application stage.

All information will be treated in confidence and will not be seen by staff directly involved in the appointment. The questionnaire will be detached from your application form, stored separately and used only to provide statistics for monitoring purposes. There is no obligation on you to provide information. All applicants will be treated the same regardless of whether or not they provide this information. Thank you for your assistance.

| | |
|---|---|
| **Post title:** | |
| **Location:** | |
| **Full name:** | |

| **1. Gender at birth** | |
|---|---|
| Male | |
| Female | |
| Prefer not to say | |

| **2. Which of the following describes how you think of yourself ?** | |
|---|---|
| Male | |
| Female | |
| Prefer not to say | |

| | |
|---|---|
| Other | |
| **3. Gender reassignment: do you intend to, are you in the process of, or have you ever undergone the process of gender reassignment?** | |
| Yes | |
| No | |
| Prefer not to say | |
| **4. Age** | |
| **5. Marital status** | |
| Married (opposite sex) | |
| Married (same sex) | |
| Civil partner | |
| Single | |
| Other | |
| **6. What is your sexual orientation?** | |
| Bisexual | |
| Gay man | |
| Gay woman/lesbian | |
| Heterosexual/straight | |
| Other | |
| Prefer not to say | |

**7. Do you have any disabilities?**

YES/NO

This information is used only for monitoring purposes. If you believe you may be disabled and may need any reasonable adjustments to be made in the recruitment and selection process or as part of your employment, please discuss this with the recruiting manager.

**8. Ethnic origin**

(Relates to a sense of identity/belonging on the basis of race/culture, not place of birth or citizenship.)

I would describe myself as (choose ONE section from A to F, and then tick the appropriate box to indicate your cultural background):

| A White: | |
|---|---|
| British | |
| English | |
| Scottish | |
| Welsh | |
| Northern Irish | |
| Irish | |
| Other, please specify: | |
| **B Mixed/Multiple ethnic groups:** | |
| White and Black Caribbean | |
| White and Black African | |
| White and Asian | |
| Other, please specify: | |

| C Asian, Asian British, Asian English, Asian Scottish, Asian Welsh or Asian Northern Irish: | |
|---|---|
| Indian | |
| Pakistani | |
| Bangladeshi | |
| Other, please specify: | |
| **D Black, Black British, Black English, Black Scottish, Black Welsh or Black Northern Irish:** | |
| Caribbean | |
| African | |
| Other, please specify: | |
| **E Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh or Chinese Northern Irish:** | |
| Chinese | |
| Other, please specify: | |
| **F Other ethnic group:** | |
| Arab | |
| Prefer not to say | |
| Other, please specify: | |
| **9. Religion or belief** | |
| No religion or belief | |
| Buddhist | |
| Christian | |

| | |
|---|---|
| Hindu | |
| Jewish | |
| Muslim | |
| Sikh | |
| Prefer not to say | |
| Other, please specify: | |
| **Where did you see this post advertised?** | |
| | |
| **Data protection:** The College treats personal data collected for reviewing equality of opportunity in recruitment, selection and, if relevant, employment within the College in accordance with its data protection policy.  Information about how your data is used and the basis for processing is provided in the College's job applicant privacy notice.<br><br>I hereby give my consent to Llandovery College processing the data supplied in this form for the purpose of equal opportunities monitoring in recruitment and selection, and if relevant, employment within the College. I acknowledge that my application will be treated the same regardless of whether or not I complete this form.<br><br>I understand that I may withdraw my consent to the processing of this data at any time by notifying the Data Lead | |

| **Applicant's signature:** | | **Date:** | |
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