

**EQUAL OPPORTUNITIES MONITORING FORM**

Akademi is committed to meeting the aims set out in our equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of our workforce.

All recruitment and selection procedures are monitored to ensure that individuals are selected on merit and there is no unfair treatment. In order to help us to monitor how effectively our recruitment procedure meets this aim, please complete this form.

The information you provide will stay confidential, and be stored securely and limited to essential staff members. The information you enter on this form will be used for monitoring purposes only.

**ETHNIC GROUP**

These categories are recommended by the Equality and Human Rights Commission. Please highlight the appropriate description to indicate your cultural background.

Asian or Asian British	White or White British
<ul style="list-style-type: none"> <li>• Bangladeshi</li> <li>• Pakistani</li> <li>• Indian</li> <li>• Chinese</li> <li>• Any other Asian Background</li> </ul>	<ul style="list-style-type: none"> <li>• White English/ Scottish/ Welsh/ Northern Irish/ UK</li> <li>• White Irish</li> <li>• Gypsy or Irish Traveller</li> <li>• Any other White Background</li> </ul>
Black or Black British	Other Ethnic or National Group
<ul style="list-style-type: none"> <li>• African</li> <li>• Caribbean</li> <li>• Any other Black/ African/ Caribbean Background</li> </ul>	<ul style="list-style-type: none"> <li>• Arab</li> <li>• Any other Ethnic / National Group</li> </ul>
Mixed Background	
<ul style="list-style-type: none"> <li>• Asian and White</li> <li>• Black Caribbean and White</li> </ul>	<ul style="list-style-type: none"> <li>• Black African and White</li> <li>• Any other Mixed Background</li> </ul>
<ul style="list-style-type: none"> <li>• Prefer not to say</li> </ul>	

**AGE**

<ul style="list-style-type: none"> <li>• 0 – 19</li> <li>• 34 – 49</li> <li>• 65+</li> </ul>	<ul style="list-style-type: none"> <li>• 20 – 34</li> <li>• 50 – 64</li> <li>• Prefer not to say</li> </ul>
--	---

**GENDER IDENTITY**

<ul style="list-style-type: none"> <li>• Male (including trans men)</li> <li>• Non-Binary</li> </ul>	<ul style="list-style-type: none"> <li>• Female (including trans women)</li> <li>• Prefer not to say</li> </ul>
--	---

Is your gender identity the same as the sex you were assigned at birth?

<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	<ul style="list-style-type: none"> <li>• Prefer not to say</li> </ul>
---	---

**SEXUAL ORIENTATION**

<ul style="list-style-type: none"> <li>• Bisexual</li> <li>• Gay Woman/Lesbian</li> <li>• Asexual</li> <li>• A sexual orientation not listed/ prefer to self-describe:</li> </ul>	<ul style="list-style-type: none"> <li>• Gay Man</li> <li>• Heterosexual/straight</li> <li>• Queer</li> <li>• Prefer not to say</li> </ul>
---	--

**DISABILITY**

The Equality Act 2010 defines a disabled person as someone who has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

Would you identify yourself as a disabled person?

<ul style="list-style-type: none"> <li>• Yes</li> <li>• Prefer not to say</li> </ul>	<ul style="list-style-type: none"> <li>• No</li> <li>• Don't know</li> </ul>
--	--

Please note: The information in this form is for monitoring purposes only. If you have any concerns or access requirements, then please discuss this with your manager, or the manager running the recruitment process, if you are a job applicant.

## SOCIO-ECONOMIC BACKGROUND

Please highlight the type of occupation of the main/highest income earner in your household when you were 14 years old.

- Modern Professional Occupations

*E.g. Teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, actor, artist, musician, police officer (sergeant or above), software designer*

- Clerical and Intermediate Occupations

*E.g. secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse*

- Senior Managers and Administrators

*Usually responsible for planning, organising and co-ordinating work for finance such as finance managers, chief executive etc*

- Technical and Craft Occupations

*E.g. motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver*

- Semi-Routine Manual and Service Occupations

*E.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant*

- Routine Manual and Service Occupations

*E.g. HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff*

- Middle or Junior Managers

*E.g. office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican*

- Traditional Professional Occupations

*E.g. solicitor, accountant, medical practitioner, scientist, civil/mechanical engineer*

- Short Term Unemployed

*Claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less*

- Long Term Unemployed

*Claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year*

- Retired

- Not applicable

- Don't know

- Prefer not to say