**Recruitment monitoring information 16**

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| **Post Title:** | |
| **Last name:** | **First name:** |

**The Flitch Green Academy is committed to ensuring that applicants are selected on the basis of their abilities relevant to the job. Completion of this section will help us to ensure that our policy and procedures are effective in avoiding discrimination and promoting equal opportunities in recruitment. The information you provide will be used for monitoring and statistical data purposes only and will not be seen by the shortlisting panel.**

| **The categories below are in line with the 2001 census** | | | |
| --- | --- | --- | --- |
| **Ethnic origin**  ***I would describe my ethnic origin as:*** |  |  |  |
| **1. White** |  | **4. Asian or Asian British** |  |
| British |  | Bangladeshi |  |
| Irish |  | Indian |  |
| Any other white background |  | Pakistani |  |
| Please specify... | | Any other Asian background |  |
| **2. Black or Black British** |  | Please specify... | |
| African |  | **5. Chinese** |  |
| Caribbean |  | **6. Other ethnic group** |  |
| Any other black background |  | Please specify... | |
| Please specify... | |  |  |
| **3. Mixed** |  | **Gender** |  |
| White and Asian |  | Female |  |
| White and Black African |  | Male |  |
| White and Black Caribbean |  | **Marital status** |  |
| Any other Mixed background |  | Married |  |
| Please specify... | | Not Married |  |

**The information contained on this form will be held on a computer file**

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| **Disability Discrimination Act 1995**  Before ticking the appropriate box below please fist read the definition of disability. | | | |
| **Definition of Disability**  ‘The definition of disability, as outlined in the Disability Discrimination Act 1995 is as follows:  **“A physical or mental impairment which has a substantial and long term adverse effect on a person’s ability to carry out normal day-to-day activities”.**  To be protected under the Act,  • an individual must have an *impairment* which can be physical or mental  • it has to be substantial, that is something more than minor or trivial  • it needs to be long term, i.e. the impairment has lasted or is likely to last in total for at least twelve months or is likely to last for the rest of the life of the person affected.  **and**  • It must *affect their day to day activities on a regular basis.*  The effect an impairment may have on day to day activities is defined in the Act as falling within the following categories:-  • mobility  • manual dexterity  • physical co-ordination  • continence  • ability to lift, carry or otherwise move everyday objects  • speech, hearing or eyesight  • memory or ability to concentrate, learn or understand  **or**  • perception of the risk of physical danger. | | | |
| **I do** consider myself to have a disability as defined by the Disability Discrimination Act5 1995  (as detailed above). |  | **I do not** consider myself to have a disability as defined by the Disability Discrimination Act5 1995  (as detailed above). |  |

| Data Protection Act | |
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| I hereby give my consent for the Recruitment Monitoring Information provided on this form to be  held on computer or other relevant filing systems and to be shared with other accredited  organisations or agencies in accordance with the Data Protection Act 2018. | |
| **Signed:** | **Date:** |