



West Hatch High School

A Specialist Business and Enterprise School

High Road, Chigwell, Essex IG7 5BT

Tel: 020 8504 8216

E-mail: admin@westhatch.essex.sch.uk

Fax 020 8559 2695

Website: www.westhatch.essex.sch.uk

RECRUITMENT MONITORING INFORMATION

West Hatch High School 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 policies 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. This section will be detached from the application form prior to shortlisting. If you do not wish to share this information, you can select the 'prefer not to say' option.

Post applied for:

Name Surname

Date of birth

1. Age

- 15-19 35-39 55-59
- 20-24 40-44 60-64
- 25-29 45-49 65-69
- 30-34 50-54 70+
- Prefer not to say

- Mixed-White and Asian
- Mixed-White and Black African
- Mixed-White and Black Caribbean
- Mixed other
- White-British
- White-Irish
- White –Other
- Other (please specify)
- Prefer not to say

2. Gender

- Male Female Prefer not to say

3. Ethnic origin

- Asian/Asian British-Bangladeshi
- Asian/British-Indian
- Asian/Asian British-Pakistani
- Asian/Asian British-Other
- Black/Black British-African
- Black/Black British-Caribbean
- Chinese

4. Sexual orientation

- Heterosexual
- Bisexual
- Lesbian
- Gay
- Transgender
- Other (please specify)
- Prefer not to say

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



Disability

Before ticking the appropriate box below please first 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 (long term includes conditions which fluctuate or may recur such as cancer, HIV/AIDS and multiple sclerosis)

and

- It must affect their day to day activities on a regular basis (day to day activities and includes things such as reading, lifting and carrying objects, personal care, shopping, meeting and communicating with people. The effect of your impairment on everyday activities is considered as it would be without medication or aids. The only exception is eyesight which should be judged when an individual is wearing their usual lenses or spectacles).

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
- Perception of the risk of physical danger

- I do** consider myself to have a disability as Defined by the Disability Discrimination Act 1995 (as detailed above)
- I do not** consider myself to have a disability as Defined by the Disability Discrimination Act 1995 (as detailed above)
- I Prefer not to say

Where did you see the advertisement for this Post?

Data Protection Act

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 1998.

Signed

Date

Please return this form with your Application Form