



Equal Opportunities Monitoring

The Academies for Character and Excellence is committed to the promotion of equality of opportunity in its employment policies, practices and procedures. To make this meaningful we need to monitor the effectiveness of our policies, by analysing statistical information. The information requested below is used for statistical purposes only. This information is not used to inform decisions about individuals. The data is gathered and used, for instance, to record percentages of different groups (e.g. to benchmark against community

profiles) and indicate if particular groups are being treated differently. The monitoring of statistical data will help us to ensure we are effectively promoting and operating equal opportunities and anti-discriminatory practice in our employment policies and procedures. All information is held securely and confidentially. **We ask you to sign this form at the end to show that you understand that we will retain the information and what it will be used for.**

Explanatory notes:

Ethnic Origin

The ethnic origin categories the same as those used in the population census in 2001. They are recommended by the Equality and Human Rights Commission is the basis for reporting statutory performance indicators.

Disability

The definition of disability under the Equalities Act 2010 states that “a person has a disability for the purposes of this Act if they have 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”

GENERAL INFORMATION		
Title:	First Name:	Surname:
Staff Group: Please indicate which staff group you work with by entering a 'Yes' in the correct box below		
Leadership Group	Teachers	
Teaching Assistants	Support Staff	

GENDER CLASSIFICATION: (Please specify with a Yes in the relevant box below)					
Male	Female	Non-Binary	Prefer to self-identify	Prefer not to say	Other
Do you identify as the gender you were assigned at birth?					
Yes		No		Prefer not to say	
Pronouns					
She/Her		He/Him		They/Them	

DISABILITY

Do you consider yourself to have a disability? (Please indicate with 'Yes' or 'No')

AGE

Please indicate your age group by stating 'Yes' in the relevant box

16 to 19

20 to 29

30 to 39

40 to 49

60 to 64

65 to 70

ETHNICITY

How would you best describe your ethnic origin?

Classification		Code	Please indicate with a 'Yes' in the relevant box
White	British (i.e. English/Scottish/Welsh)	WB	
	Irish	WI	
	Any other White background*	WO	
Mixed	White and Black Caribbean	MC	
	White and Black African	MB	
	White and Asian	MA	
	Any other Mixed background*	MO	
Asian or Asian British	Indian	I	
	Pakistani	P	
	Bangladeshi	B	
	Any other Asian background	AO	
Black or Black British	Caribbean	BC	
	African	BA	
	Any other Black background	BO	
Chinese	Chinese	C	
*Other ethnic group	Please state:	OE	

I confirm that the information submitted on this form is correct. I confirm that I understand how the information provided will be retained and what it will be used for. I understand that the information on this form will be treated in the strictest confidence.

Signature:	
Date:	
Submitting this completed application form electronically signifies your acceptance of ALL of the above declarations	

Thank you for taking the time to complete this form. Please return it to recruitment@acexcellence.co.uk

- Please ensure that this application form is **saved in pdf format**.
Submission in any other format may result in us not being able to read your full application.