



EQUAL OPPORTUNITIES MONITORING

Highgate School is an equal opportunities employer. The aim of our policy is to ensure that we do not discriminate against job applicants on the basis of gender, sexual orientation, marital or civil partnership status, gender assignment, race, religion or belief, disability or age, trade union membership, or part-time or fixed-term status .

The questions below are not included on our job application form as they are not relevant for selection purposes. However, in order to help us monitor the effectiveness of our equality policy and practices, we would find it helpful if you were to answer these questions. However, the completion of this form is voluntary and you may pass over any question which you do not wish to complete. All information will be kept in strict confidence, and will be kept separate from your application and will have no bearing on how your application is dealt with.

Application for the post of:

Date:

Age: 20-29 30-39 40-49 50-59 60 and over

Gender: Female Male

Ethnicity: (Please tick appropriate box)

Asian or Asian British	Black or Black British	Other	Mixed	White
Indian <input type="checkbox"/>	Caribbean <input type="checkbox"/>	Chinese <input type="checkbox"/>	White & Asian <input type="checkbox"/>	British <input type="checkbox"/>
Pakistani <input type="checkbox"/>	African <input type="checkbox"/>	Other <input type="checkbox"/>	White & Black African <input type="checkbox"/>	English <input type="checkbox"/>
Bangladeshi <input type="checkbox"/>	Other <input type="checkbox"/>		White & Black Caribbean <input type="checkbox"/>	Irish <input type="checkbox"/>
Other <input type="checkbox"/>			Other <input type="checkbox"/>	Scottish <input type="checkbox"/>
				Welsh <input type="checkbox"/>
				Other <input type="checkbox"/>

Religion

Please indicate:

- Buddhist Christian Hindu Jewish Muslim Other
 Prefer not to state
 I am not religious

Sexual Orientation

Please Indicate:

- Bisexual Homosexual or Gay Man Heterosexual
 Lesbian or Gay Woman Other Prefer not to state

Disability:

The School welcomes applications from people with disabilities and aims to be supportive in their employment. (Under the Disability Discrimination Act (DDA) a disability is defined as "physical or mental impairment which has [or has had] a substantial and long-term adverse effect on a person's ability to carry out normal day to day activities"). An effect is long-term if it has lasted or is likely to last, over 12 months.

Do you consider yourself to have a disability under the DDA?

Yes No Used to have a disability but now recovered Don't know

If 'yes', please contact the School in the event that you wish to request any reasonable adjustments to the selection process and/or working arrangements.

For the purposes of the Data Protection Act 1998, I hereby confirm that by completing this form, I give my consent to the School processing the data supplied above in connection with monitoring compliance with its equal opportunities obligations and policy. I also agree to the storage of this information on manual and computerised files.

Signed:

Date:

This form may be returned separately to the Human Resources Officer, Ruby Dodoo, Highgate School, North Road, London, N6 4AY or included with your application form from which it will be separated prior to shortlisting and passed to the HR Officer.