

**New Pathways**

**Monitoring Form for Equal Opportunities**

**Information for job applicants**

**Why monitor?**

Without monitoring, an organisation will never know whether its equal opportunities policy is working. To have an equality policy without monitoring is like aiming for good financial management without keeping financial records.

Monitoring can tell an organisation whether it is offering equality of opportunity and equal treatment to all. It can also tell an organisation how and why it is falling short of this ideal. The organisation can then concentrate on finding solutions and making changes, rather than using guesswork or assumptions. Monitoring has wider benefits too. In employment, monitoring can spot barriers which prevent an organisation from making use of available talent.

**Categories for ethnic monitoring:**

The Commission for Racial Equality recommend that organisations use the same ethnic classification system as the 2001 census so that organisations can make comparisons with census output data.

**Why monitor age, disability or gender?**

We monitor age, disability and gender to assist us with ensuring that our policies and practice, in relation to recruitment and selection, do not discriminate unfairly on the basis of gender, disability or age.

**How the information be used:**

We will use the information gained to highlight possible inequalities and assist us with investigating their underlying causes and removing any unfairness or disadvantage. The information gathered will also allow us to analyse how our personnel practices and procedures affect different groups of people.

**Confidentiality:**

The information you give is used in accordance with The Data Protection Bill (2018) and the GDPR requirements, which states that the racial or ethnic origin of an individual is 'sensitive personal data.' This means that the information you reveal about yourself will not be disclosed, other than as part of the generic ethnic monitoring statistics. The information will also be used for the practical purposes already stated.

This form will be processed **separately** to your application form.

*\*If you have any comments on the information provided here or on any other aspect of our monitoring process please write to* ***The Manager, New Pathways, Willow House, 11 Church Street, Merthyr Tydfil. CF47 0BW***

**What do you regard as your ethnic group?**

Please read the **Monitoring Form - Information for job applicants** which accompanies this form. We hope you will want to complete this form. However, if you choose not to complete this form, your application will not be adversely affected.

Choose ONE section from A to E, and then tick the appropriate box to indicate your cultural background.

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **A WHITE** | | | | | | | | | | |
| British |  | |  | | | Any other please write in | | | | | | | | |
| Irish |  | |  | | |
| **B MIXED** | | | | | | | | | | |
| White and Black Caribbean | | | | | | | |  |  | Any other Mixed background please write in | | | | |
| White and Black African | | | | | | | |  |  |
| White and Asian | | | | | | | |  |  |
| **C ASIAN OR ASIAN BRITISH** | | | | | | | | | | | |
| Indian | | |  | |  | | Any other Asian background please write in | | | | | | | |
| Pakistani | | |  | |  | |
| Bangladeshi | | |  | |  | |
| **D BLACK OR BLACK BRITISH** | | | | | | | | | | |
| Caribbean | |  | |  | | | Any other Black background please write in | | | | | | | |
| African | |  | |  | | |
|  | |  | |  | | |
| **E OTHER ETHNIC GROUP** | | | | | | | | | | | | |
| Other | |  | |  | | | Any other please write in | | | | | | | |
|  | |
|  | |
|  | |  | | | | | | | | | | | |

**What is your religious belief?**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| None |  |  | Sikh |  |  | Jewish |  |  | |
|  |  |  |  |  |  |  |  | | |
| Buddhist |  |  | Christian |  |  | Muslim |  |  | |
|  |  |  |  |  |  |  |  | | |
| Hindu |  |  | Any other religion |  |  |  | | |  | |
|  |  |  | *(please specify)* |  |  |  | | |  | |

**What is your sexual orientation?**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Bisexual |  |  | Heterosexual |  |  | Gay |  |  |
|  |  |  |  |  |  |  |  | |
| Lesbian |  |  | Other (*please specify)* |  | | | | |
|  |  |  |  |

Prefer not to say

**Disability**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Do you consider that you have a disability? | Yes |  | No |  |  |  |  |

|  |  |
| --- | --- |
| If yes, please provide details of the nature of the disability |  |

|  |
| --- |
| **N.B. The Disability Discrimination Act’s definition of disability is someone who has a substantial impairment that has a long-term (a year minimum) adverse effect on day-to-day activities.** |

**Partnership status**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | | | | | | |
| Are you: | Married |  | Single |  | Partnered | |  |  | |
|  |  |  |  |  |  | | | | |
|  | Other |  | (*please specify)* | |  | | | | |
|  | | | | |
|  | | | | | |  | | |  |  |
| **Gender** | | | | | | | | | |
| Are you: | Male |  | Female |  |  | |  |  | |
|  |  |  |  |  |  | | | | |
|  | Other |  | (*please specify)* | |  | | | | |
|  | | | | |
| Prefer not to say | | | | | |  | | |  |

**What is your age group?**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Under 21 |  |  | 22 to 30 |  |  | 31 to 40 |  |  |
|  |  |  |  |  |  |  |  | |
| 41 to 50 |  |  | 51 to 60 |  |  | 61 and over |  |  |

**Details of the post**

|  |  |  |  |
| --- | --- | --- | --- |
| **Position applied**  **for?** |  | **Date of application?** |  |

|  |  |
| --- | --- |
| **Where did you learn of the vacancy?** |  |

Thank you for taking the time to complete this form.