Applicant Equal Opportunities Monitoring Questionnaire

Full Name:		Date:	

The National College for High Speed Rail is committed to embedding equality, diversity and inclusion in all that it does. In order to demonstrate that our policies and procedures do not adversely impact on any particular group of staff we monitor our applicants and collect data about their age, gender, marital status, ethnicity, religious beliefs and disabilities.

No applicant/employee will be discriminated against on the grounds of colour, race, ethnic origin, age, disability, gender, sexual orientation, marital status, religion or belief.

Where adjustments are needed to improve current policies and procedures, the data will be used as part of statistical considerations for monitoring, planning and development purposes. The data will also enable the College to monitor, year on year, the progress of various diversity groups through their careers and understand whether everyone has the same opportunities open to them.

The information on this form is strictly confidential and access to any related files will be compliant with the General Data Protection Regulation (GDPR Act 2018). This form will be kept separate from your application and is not sent to the recruiting panel no part in the shortlisting process. The information held herein will be kept securely and used for analysis purposes only. Completion of this form is not compulsory but we encourage you to do so.

All applicants will be treated the same regardless whether or not they provide this information. By completing this form you will be giving your consent for the college to hold and process your data for the purpose of equal opportunities monitoring.

This information is used only for monitoring purposes. If you have a disability and may need any reasonable adjustments to be made in the recruitment and selection process or as part of your employment within the organisation please disclose for the purpose of equal opportunities monitoring in recruitment and selection and if relevant, employment within the organisation. By completing this form you acknowledge that your application will be treated the same regardless of whether or not you complete this form. You may withdraw your consent to the processing of this data at any time by notifying the Data Protection Officer.

Disability

The Equality Act 2010 defines a disabled person as someone with a physical or mental impairment, which has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

The Equality Act lists a number of major categories including hearing, sight and mobility. Other conditions such as Repetitive Strain Injury, Diabetes, Epilepsy, Cystic Fibrosis, Chronic Fatigue Syndrome, Colour Blindness, Dyslexia (difficulty with reading or writing words) and Dyscalculia (difficulty with comprehending numbers or producing quantitative and spatial information) may also be classed as disabilities. Remember a disability can be visible or hidden.

Are your day day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last at least 12 months? Yes ☐ No ☐ Prefer not to say ☐

Gender

How do you identify yourself? Male ☐ Female ☐ Prefer not to say ☐

In another way ☐ Please describe...

Age

Which age group do you belong to:

Under 18 ☐ 40-49 ☐ Over 65 ☐

18-29 ☐ 50-59 ☐ Prefer not to say ☐

30-39 ☐ 60-65 ☐

Marital Status

What is your marital status? Single ☐ Married/Civil Partnership ☐ Partner ☐

Prefer not to say ☐ Other ☐ Please describe.............................

Sexual Orientation

Please state group with which you most closely identify.

Heterosexual ☐
Gay Man ☐
Lesbian ☐
Bisexual ☐
Prefer not to say ☐

Religion and Belief

Please state with which group you most closely identify

Atheist, Secular or Agnostic ☐

Buddhist ☐

Christian ☐

Hindu ☐

Muslim ☐

Sikh ☐

Other ☐

Prefer not to say ☐ Please describe ....

Ethnicity

Please state which group you most identify with and tick **one** box in column A, and **one** box in column B.

Column A: National Identity

British ☐

English ☐

Northern Irish ☐

Scottish ☐

Welsh ☐

Other (please state) ☐

_____

Prefer not to say ☐

Column B: Ethnic Origin

White

English ☐

Welsh ☐

Scottish ☐

Northern Irish ☐

Irish ☐

Gypsy or Irish traveller ☐

Any other White background ☐

Mixed/Multiple ethnic groups

White and Black Caribbean ☐

White and Black African ☐

White and Asian ☐

Any other mixed background ☐

Asian/Asian British

Indian ☐

Pakistani ☐

Bangladeshi ☐

Chinese ☐

Any other Asian background ☐

Black/African/Caribbean/Black British

African ☐

Caribbean ☐

Any other Black/African/Caribbean background

Other Ethnic Group

Arab ☐

Any Arab group ☐

Any other ethnic group ☐

Prefer not to say ☐