



## MONITORING OF RECRUITMENT & SELECTION

1. The academy is committed as part of its Equal Opportunities and Social Justice Policy to attempt to ensure that no job applicant or employee receives less favourable treatment on the grounds of colour, race, ethnic or national origin, language, religion, gender, marital status, sexuality, disability, age, social background or any other unjustifiable reason. Procedures will be regularly reviewed to ensure that individuals are recruited, promoted, trained and treated on the basis of merits and abilities.

2. One means of monitoring recruitment practice is by analysing data obtained from applicants for employment with the academy. Your co-operation in providing the information requested over leaf will be appreciated. This information will not form part of your application and will be separated from your application on receipt. Please be assured that it will be treated confidentially, used for analysis purposes only and will contribute to the development of future recruitment practice aimed at equality.

3. The academy requires all its employees, in the course of their work, to behave in a non discriminatory way toward other employees and members of the public. All academy staff are encouraged to be part of developing equality and social justice through the practices, provision of services and policy in which they are involved.

If you would like to comment on the information sought, please do so below:

**Initials:**

**Surname:**

**Position Applied For:**

**Location:**

**Post Number (as stated in advertisement):**

**AGE (YEARS)**

Please answer the questions below by marking the appropriate box, or by circling the appropriate type;

**Gender**            Male / Female

**Ethnic Origin**

I would describe my race or ethnic origin as:

WHITE	
British	
Irish	
Other White	
ASIAN OR ASIAN BRITISH	
Indian	
Pakistani	
Bangladeshi	
Other Asian	
BLACK OR BLACK BRITISH	
Black Caribbean	
Black African	
Other Black	
MIXED	
White & Black Caribbean	
White and Black African	
White and Asian	
Other Mixed	
CHINESE OR OTHER ETHNIC GROUP	
Chinese	
Other	

**Religion**

I would describe my religion as:

**Sexuality**

I would describe my sexuality as:

Heterosexual	
Gay	
Lesbian	
Bi-Sexual	

**Publication in which advertisement was seen:**

Local Newspaper	
JobsGoPublic Website	
Other Website	
Internal staff vacancies circular	
Northants Council Website	
Ethnic Press	
Job Center	
National Newspaper	
Trade Newspaper	

Christian	
Buddhist	
Hindu	
Jewish	
Sikh	
Any other religion	
No religion	

**Disability**

Do you consider yourself to have a disability as defined by the Disability Discrimination Act?

Yes	No
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