



Scarborough
College

EQUAL OPPORTUNITIES MONITORING FORM

The College is committed to a policy of Equality of Opportunity. The aim of the policy is to ensure that no job applicant or employee should receive less favourable treatment on grounds of age, race, nationality, ethnic origin, religion, disability, sexual orientation, gender, marital or parental status, religion & political belief or social or economic class, or any other criteria which cannot be shown to be justifiable.

To monitor the effect of this policy, it is necessary to collect information from all job applicants and employees on the key factors which relate to equality and diversity in employment. This information will **NOT** be used in the selection process, but will only be used in an anonymous format to provide statistical information for the College to monitor the effectiveness of its policies.

Please use capital letters and place a cross in boxes where applicable

Post applied for:		Full Time	<input type="checkbox"/>	Part Time	<input type="checkbox"/>
Are You:	Male	<input type="checkbox"/>	Female	<input type="checkbox"/>	

What is your Country of legal Nationality?					
Do you require a Work Permit to work in the UK?		Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Age:	Under 25	<input type="checkbox"/>	25-44	<input type="checkbox"/>	45-64 <input type="checkbox"/>
Over 65 <input type="checkbox"/>					
How would you describe your ethnic origin?					
White - British	<input type="checkbox"/>	Asian - Indian	<input type="checkbox"/>	Chinese	<input type="checkbox"/>
White - Other	<input type="checkbox"/>	Asian - Pakistani	<input type="checkbox"/>	Mixed Background	<input type="checkbox"/>
Black - Caribbean	<input type="checkbox"/>	Asian - Bangladeshi	<input type="checkbox"/>	Other Ethnic Group	<input type="checkbox"/>
Black - African	<input type="checkbox"/>	Asian - Other	<input type="checkbox"/>	Information Refused	<input type="checkbox"/>
Black - Other	<input type="checkbox"/>				

Under the Disability Discrimination Act 1995, Employers are required to provide people with disabilities with equal opportunities as far as practical in employment. The College uses the following definition for the term disability: "a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities".					
Do you consider yourself to have a disability?		Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

Thank you for completing this form. Please return in a sealed envelope marked 'HR - Equal Opportunities'. All data will be held in line with Data Protection Guidelines and used only for the purposes of Equal Opportunities monitoring.