

# CARRE'S GRAMMAR SCHOOL

## Equal Opportunities and Recruitment

As an Equal Opportunity employer, our school operates a policy the aim of which is to ensure that unfair discrimination does not take place in recruitment. In order to help us monitor the effectiveness of this policy you are asked to provide the information requested below. This information is confidential and does not form part of your application. The information is detached and will not be taken into account when making the appointment

Post applied for \_\_\_\_\_

Surname ..... First Names .....

Preferred title ☐ Dr ☐ Mr ☐ Mrs ☐ Ms ☐ Miss ☐ Other (please specify).....

Date of Birth ..... Age .....

Gender ..... Nationality .....

**Ethnic Origin** – I would describe my ethnic origin as: (please tick as appropriate)

### White

- ☐ English
- ☐ Scottish
- ☐ Irish
- ☐ Welsh
- ☐ Other White British
- ☐ Any other White

### Mixed

- ☐ White & Black Caribbean
- ☐ White & Black African
- ☐ White & Asian
- ☐ Other mixed

### Religion

In terms of my religion, I would describe myself as:

- |                                    |  |
|------------------------------------|--|
| <input type="checkbox"/> Christian | <input type="checkbox"/> Sikh              |
| <input type="checkbox"/> Jewish    | <input type="checkbox"/> Other religion    |
| <input type="checkbox"/> Buddhist  | <input type="checkbox"/> Have no religion  |
| <input type="checkbox"/> Muslim    | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Hindu     |  |

### Asian or British Asian

- ☐ Indian
- ☐ Pakistani
- ☐ Bangladeshi
- ☐ Other Asian

### Black or Black British

- ☐ Caribbean
- ☐ African
- ☐ Other Black

### Chinese or other ethnic group

- ☐ Chinese
- ☐ Other ethnic group

### Disability:

Do you consider yourself to have a disability? YES ☐ NO ☐ (see definition overleaf)

**Advertisement** – where did you see this vacancy advertised? Please specify:-

.....

## Disability Discrimination Act 1995

Under this Act, employers have a duty to make reasonable adjustments where compared to a non-disabled person, a disabled person is substantially disadvantaged by either the working arrangements (which includes the recruitment process) or the working environment.

The Act defines a disabled person in the following way:

“A disabled person is anyone who has or has had a **physical or mental impairment** which has a **substantial** and **long term effect** on their ability to carry out **normal day to day activities**.”

You should be aware that we may ask you to give details of your disability should you be invited to interview. Any supporting information, for example a letter from a Disability Employment Advisor, would be helpful.

There is no legal requirement for you to provide the information requested. However, you are encouraged to do so, particularly where you believe that the information may be relevant to the job application.