****

**Charlton Athletic Community Trust Equality Opportunities Monitoring Form**

CACT wishes to ensure there is equality of opportunity in employment and volunteer opportunities. In order to monitor the effectiveness of our diversity policies we ask you to complete the following information and return with your application form. The Equal Opportunities Monitoring Form will not be passed to any third parties and the information will be kept in accordance with the General Data Protection Regulation (GDPR) and all other data protection legislation currently in force.

All information will be treated in total confidence, will only be used for monitoring purposes and will not be seen by staff directly involved in the recruitment process.

**This information is private and confidential.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Name:** |  | | | | |
| **1. Gender** | Man  Woman  Prefer to self-describe: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Prefer not to say | | **2. Age** | 16-24  55-64  25-34  65-74  35-44  75 plus  45-54  Prefer not to say | |
| **3. Disability** | | | | |
| The Equality Act 2010 defines disability as ‘a physical or mental impairment which has a substantial and long term effect on a person’s ability to carry out normal day to day activities’. Employees and volunteers with a disability or health condition are entitled in law to ‘reasonable adjustments’ to address their needs for support in the workplace. Therefore we are interested in any disability or health condition that may require a reasonable adjustment to overcome any such barriers.  Do you consider yourself to have a disability? **Yes** **No**  If Yes please specify:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Please give details of any adjustments or specific requirements you may have for the interview and selection process. If you prefer, you may contact the HR at [jobs@cact.org.uk](mailto:jobs@cact.org.uk) to discuss any requirements directly. | | | | |
| **4. Ethnic origin:** I would describe my ethnic origin as: | | | | |
| Asian British  Bangladeshi ☐  Chinese ☐  Indian ☐  Pakistani ☐  Any other Asian background  (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | **Mixed**  White and Asian  White and Black African ☐  White and Black Caribbean  Any other Mixed background  (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | |
| **Black or Black British**  Black African  Black Caribbean  Any other Black background  (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | **White**  British/Northern Irish/Scottish/Welsh  Gypsy/Roma/Irish Traveller  Irish  Any other White background  (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | |
| **Other Ethnic Group:**  Any other Ethnic group  (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Prefer not to say ☐ | | | | |
| **5. Religion:** I would describe my Religion as: | | | | |
| Buddhist  Christian  Hindu  Jewish  Muslim  Sikh  None  Prefer not to say  Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | |
| **6. Marital Status** | | | | |
| Civil partnership ☐ Married  Single  Prefer not to say  Prefer to self-describe : \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | |
| **7. Sexual Orientation** | | | | |
| Bi -sexual  Gay man  Gay woman/Lesbian  Heterosexual  Prefer not to say  Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | |

|  |  |  |  |
| --- | --- | --- | --- |
|  | | | |
| Data protection: Information from this application may be processed for purposes registered by the employer under the Data Protection Act 2018 and the General Data Protection Regulations (EU) 2016 Individuals have, on written request the right of access to personal data held about them. In addition to individual rights of access, individuals also have the right to withdraw their consent.  In the event that you are subsequently employed this form will be store on your personnel file and used for statistical analysis. In the even that your application is unsuccessful, or you choose not to accept an offer of employment, the information will be retained for 6 months from the date on which you are informed whether you have been invited to interview.  You can read our full privacy notice on our website at cact.org.uk/policies.  I hereby give my consent to Charlton Athletic Community Trust processing the data supplied in this form for monitoring purposes relating to recruitment only. | | | |
| **Applicant's signature:** |  | **Date:** |  |