**EQUAL OPPORTUNITY MONITORING**

**PRIVATE & CONFIDENTIAL**

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| --- |
| **Position applied for:** |
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We, The Sutton Trust, are an equal opportunity employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. As a leading Social Mobility charity and as lead partner in the creation of [Elitist Britain](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/811045/Elitist_Britain_2019.pdf), we are also keen to ensure fair access to opportunities based on merit and potential.

Our recruitment selection criteria and procedures (including the areas or media sources which are used in the recruitment process) are frequently reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities and that no applicant or employee is disadvantaged by their background. We would like to use your data to ensure the effectiveness of this policy and that it is fully and fairly implemented.

The information provided in this form is confidential and is not seen by the selection panel. It is only used to monitor our recruitment and selection process.

To use this information, we need your consent. Signing in the space below will indicate that you consent to your data being used for the purposes stated. You may withdraw your consent at any time by contacting [dataprotection@suttontrust.com](mailto:dataprotection@suttontrust.com).

|  |  |
| --- | --- |
| **Signature:** | **Date:** |
|  |  |
| **Printed Name:** |  |
|  |  |

**SECTION 1: EQUAL OPPORTUNITIES**

**PLEASE TICK ONE BOX OR WRITE IN THE SPACE PROVIDED**

**ETHNICITY**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Asian, Asian British, Asian English, Asian Scottish, Asian Welsh** | | | | |
| Bangladeshi | Indian | Pakistani |  | |
| Any other Asian background (please specify) | |  | | |
|  |  |  |  | |
| ­­­­­­­­­­­­­**Black, Black British, Black English, Black Scottish, Black Welsh** | | | | |
| African | Caribbean |  |  | |
| Any other Black background (please specify) | |  | | |
|  |  |  |  | |
| **Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh, or other Ethnic group** | | | | |
| Chinese |  |  |  | |
| Any other Ethnic background (please specify) | |  | | |
|  |  |  |  | |
| **Mixed** |  |  |  | |
| White & Asian | White & Black African | White & Black Caribbean | |  | |
| Any other mixed background (please specify) | |  | | |
|  |  |  |  | |
| **White** |  |  |  | |
| British | English | Scottish | Welsh | |
| Irish | Irish Traveller |  |  | |
| Any other white background (please specify) | |  | | |

**RELIGION OR BELIEF**

|  |  |  |  |
| --- | --- | --- | --- |
| Buddhist | Christian | Hindu | Jewish |
| Muslim | Sikh | None | Prefer not to say |
| Any other religion or belief (please specify) | |  | |

**AGE**

|  |  |  |  |
| --- | --- | --- | --- |
| 18-25 | 26-34 | 35-49 | 50+ |
| Prefer not to say |  |  |  |

**GENDER & GENDER IDENTITY**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Female | Male | | Prefer not to say | |  |
| Prefer to self-describe | |  |  |  | |

|  |  |  |  |
| --- | --- | --- | --- |
| Do you identify as trans? | |  |  |
| Yes | No | Prefer not to say |  |

**SEXUAL ORIENTATION**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Bisexual | Heterosexual | | Homosexual | | Prefer not to say |
| Prefer to self-describe | |  |  |  | |

**DISABILITY**

The Equality Act 2010 defines disability as ‘a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities’. Do you consider yourself to have or have had a disability?

|  |  |  |
| --- | --- | --- |
| Yes | No | If yes, please give details . |
| Prefer not to say |  |  |

**SECTION 2: SOCIAL MOBILITY**

**PLEASE TICK ONE BOX OR WRITE IN THE SPACE PROVIDED**

**PARENTAL QUALIFICATION**

What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?

|  |  |
| --- | --- |
| (at least one has a) degree level qualification | Don’t know |
| Qualifications below degree level | Not applicable |
| No formal qualification | Prefer not to say |
| Any other qualification (please specify) . | |

**PARENTAL OCCUPATION**

Thinking back to when you were aged about 14, which best describes the sort of work the main/ highest income earner in your household did in their main job?

|  |
| --- |
| Modern professional occupations (e.g. teacher, nurse, social worker, artist, police officer) |
| Clerical and intermediate occupations (e.g. secretary, personal assistant, clerical worker, nursery nurse) |
| Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance (e.g. finance manager, chief executive) |
| Technical and craft occupations (e.g. mechanic, inspector, plumber, electrician, gardener, train driver) |
| Semi-routine manual and service occupations (e.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant) |
| Routine manual and service occupations (e.g. driver, cleaner, porter, messenger, labourer, bar staff) |
| Middle or junior managers (e.g. office manager, retail manager, bank manager, restaurant manager) |
| Traditional professional occupations (e.g. accountant, solicitor, medical practitioner, scientist, engineer) |
| Long term unemployed (claimed Jobseeker's Allowance or equivalent benefit for more than a year) |
| Retired |
| Not applicable  Don’t know |
| Prefer not to say |

**TYPE OF SECONDARY SCHOOL**

What type of school did you mainly attend between the ages of 11 and 16?

|  |
| --- |
| State-run or state-funded school (academically selective) |
| State-run or state-funded school (academically non-selective) |
| Independent or fee-paying school (bursary) |
| Independent or fee-paying school (no bursary) |
| Attended school outside the UK |
| Don’t know |
| Prefer not to say |
| Any other type of secondary school (please specify) . |

**FREE SCHOOL MEALS**

If you finished school after 1980, were you eligible for Free School Meals at any point during your school years?

\* Free School Meals are a statutory benefit available to school-aged children from families who receive other qualifying benefits and who have been through the relevant registration process. It does not include those who receive meals at school through other means (e.g. boarding school).

|  |
| --- |
| Yes |
| No |
| Don’t know |
| Not applicable (finished school before 1980 or went to school overseas) |
| Prefer not to say |