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| **A picture containing text, clipart  Description automatically generated** | **Equal Opportunities Monitoring Form** |

**How this form will be used:**

Fairfield Farm Trust is committed to equality of opportunity for all job applicants and employees and ensures that no individual receives less favourable treatment on any of the protected characteristics under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

As part of this commitment we collect monitoring data on all applicants for our roles. This monitoring form is voluntary but the information we collect is very useful in helping us to ensure we are inclusive in our advertising and recruitment.

The information you provide on this form will be used for statistical monitoring except in the case of disability, where it may be used to identify reasonable steps, we can take, to assist you through the selection process, if applicable.

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| **Title:** | **Surname:** |
| **First Names:** | |
| **Position applied for:** | |

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| **Age** (please tick as appropriate) | | | |
|  | Under 16 years |  | 45 – 54 years |
|  | 16 – 24 years |  | 55 – 64 years |
|  | 25 – 34 years |  | 65+ years |
|  | 35 – 44 years |  | Prefer not to disclose |

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| **Ethnicity** (please tick as appropriate) | | | |
|  | Arab |  | Mixed – White and Asian |
|  | Asian or Asian British – Indian |  | Mixed – White and Black African |
|  | Asian or Asian British – Pakistan |  | Mixed – White and Black Caribbean |
|  | Asian or Asian British - Bangladeshi |  | Mixed – Other |
|  | Asian or Asian British - Chinese |  | White – British |
|  | Asian or Asian British – Other |  | White – Irish |
|  | Black or Black British – African |  | White – Gypsy or Irish Traveller |
|  | Black or Black British – Caribbean |  | White – Other |
|  | Black or Black British - Other |  | Other Ethnic Group |
| If ‘Other’ or you prefer to use your own term, please state: | |  | Prefer not to disclose |

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| **Gender** (please tick as appropriate) | | |
|  | Female |
|  | Male |
|  | Non-Binary |
|  | I prefer to use my own term (please state): |
|  | Prefer not to disclose |

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| **Do you Identify as Trans?** (please tick as appropriate) | | | | |
|  | Yes | | | |
|  | No | | | |
|  | I prefer to use my own term (please state): | | | |
|  | Prefer not to disclose | | | |
| **Religion and Belief (**please tick as appropriate) | | | | |
|  | | Buddhist |  | Muslim |
|  | | Christian |  | Non-Religious (Atheist, Humanist etc) |
|  | | Hindu |  | Sikh |
|  | | Jewish |  | Other (please state): |
| I prefer to use my own term (please state): | | |  | Prefer not to disclose |

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| **Sexual Orientation** (please tick as appropriate) | | | |
|  | Bisexual |  | Heterosexual/Straight |
|  | Gay/Lesbian |  | Prefer not to disclose |
| I prefer to use my own term (please state): | | | |

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| **Do you Consider Yourself to have a Disability or Health Condition?** (please tick as appropriate) | | |
| The Equality Act 2010 defines disability as ‘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’ | |
|  | Yes |
|  | No |
|  | Prefer not to disclose |
| If you have answered ‘Yes’ above, please give an outline of the nature of the disability or health condition: | |
| If you have answered ‘Yes’ above, what considerations can we make to ensure you can attend and take part in the selection process, if shortlisted? | |

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| **Where did you first find out about this role?** (please tick as appropriate) | | | |
|  | Internal Candidate |  | Referred by a Friend or Colleague |
|  | FFC Website |  | White Horse News |
|  | HNC Website |  | Twitter |
|  | Indeed Website |  | Facebook |
|  | Wiltshire Council Website | | |
| Other: | | | |

**Data Protection & GDPR**

Fairfield Farm Trust keeps job applicants on file for a minimum of six months, to conform with our Equality and Diversity, Accessibility & Single Equality Scheme Policy. We keep your name and address, and details of your application. By completing this form, you agree to your personal data being kept on file after the interview process for 6 months regardless of whether you are successful or not. If you do not want us to do this please indicate in the box below.

**I do not want you to keep my details on file if I am unsuccessful in my application.** □