

**Equal Opportunity Monitoring**

Crest Advisory is committed to the development of positive policies to promote equal opportunity in employment. We therefore aim to ensure that no job applicant or employee receives less favourable treatment because of a protected characteristic i.e. race, colour, nationality, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, sex, sexual orientation, pregnancy and maternity, gender reassignment, marriage/civil partnership, age, or on the basis of being a part-time or fixed term worker. To ensure that our equal opportunity policy is effective, we carry out monitoring of job applicants and we would like you to answer the questions below. Please send the form back to us with your completed application form. The selection process for our positions focuses only on your ability and potential for the job. This information will be kept completely separate from your recruitment application form and will be used to compile anonymous statistical information only. Monitoring is recommended by; the Equality and Human Rights Commission and the Confederation of British Industry.

Crest Advisory will keep personal information on you and provide such information only on a need to know basis as and when required. You have the right to inspect such information and, if necessary, to require corrections should such records be faulty. By completing and returning this form you give your express authority for the Organisation to process the sensitive personal data it contains.

**Job title:**

**Date of Birth:**

**PLEASE DOWNLOAD AS A MICROSOFT WORD / GOOGLE DOCS DOCUMENT TO FILL OUT AND SEND WITH YOUR APPLICATION AS A PDF**

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| **DISABILITY** | | | | |
| Do you consider yourself disabled as defined by the Equality Act?  *i.e. Do you have 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? This does not mean you have to be registered as a disabled person.* | | | | |
| **Yes [ ]** | | | | **No [ ]** |
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| If yes, please state briefly the nature of your disability: |  | | | |
| Would we need to make any special provisions to enable you to attend an interview?  If so, please give details: |  | | | |

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| **GENDER MONITORING** | | | | |
| Gender monitoring is key to ensuring that all employees have access to the same opportunities and as Crest Advisory is committed to work at achieving this it would be helpful if you could insert ‘X’ next to which of the following best applies to you: | | | | |
| **Male**  **[ ]** | | **Female**  **[ ]** | **Other (please state):** | **Prefer not to say:**  **[ ]** |
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| **SEXUAL ORIENTATION** | | | | | | |
| Monitoring sexual orientation in our staff and in our recruits is a significant step towards acknowledging gay, lesbian and bisexual staff within Crest Advisory to ensure our processes and practices are fair to all staff.  Please help us to do this by inserting ‘X’ next to which of the following best applies to you: | | | | | | |
| **Bisexual**  **[ ]** | | **Gay Woman / Lesbian**  **[ ]** | **Gay Man**  **[ ]** | **Heterosexual**  **[ ]** | **Other (please state)** | **Prefer not to say:**  **[ ]** |
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| **RELIGION AND BELIEF** | | | | | | | | | |
| Crest Advisory is committed to ensuring fairness and equal access to all employees whatever their faith or beliefs.  Below is a list of religions that are the most commonly found in Britain. They are listed in alphabetical order and not intended to signify rank in terms of importance. Furthermore we acknowledge that the list is not exhaustive and if your religion is not specifically listed then we ask you not to take offence as none was intended.  Please help us to do this by inserting ‘X’ next to which of the following best applies to you:. | | | | | | | | | |
| **Buddhist**  **[ ]** | | **Christian**  **[ ]** | **Hindu**  **[ ]** | **Jewish**  **[ ]** | **Muslim**  **[ ]** | **Sikh**  **[ ]** | **No religion**  **[ ]** | **Other (please state)** | **Prefer not to say:** |
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**ETHNIC ORIGIN**

Which one of the following groups do you feel most adequately describes your ethnic origin? Choose one from the appropriate sections by indicating with a tick in the box or please state in the box provided (based on classifications recommended by the Office for National Statistics):

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| --- | --- | --- | --- | --- | --- |
| **Asian/Asian British** | | **Black/African/Caribbean/ Black British** | | **Mixed/Multiple Ethnic**  **Groups** | |
| Bangladeshi |  | African |  | White and Asian |  |
| Chinese |  | Caribbean |  | White and Black  African |  |
| Indian |  | Other  Black/ African/ Caribbean backgrounds  Please describe: |  | White and Black |  |
| Pakistani |  | White and Caribbean |  |
| Other Asian backgrounds  Please describe: |  | Other Mixed or  Multiple backgrounds  Please describe: |  |
| **Other Ethnic Groups** | | **White** | | | |
| Arab |  | British/English/Welsh/Scottish/Northern Irish | | |  |
| Other ethnic groups  Please describe: |  | Gypsy or Irish Traveller | | |  |
| Irish | | |  |
| Other White backgrounds  Please describe: | | |  |

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| **Where did you hear about this vacancy?** | | | | | | | | |
| **W4MP**  **[ ]** | | **LinkedIn**  **[ ]** | **King’s College**  **[ ]** | **Queen Mary**  **[ ]** | **UCL**  **[ ]** | **LSE**  **[ ]** | **Crest Advisory website**  **[ ]** | **Other (please state)** |
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