



# Equal Opportunities Monitoring Form

In accordance with the club's policy on equal opportunities in employment, we will provide equal opportunities to any employee or job applicant and will not discriminate either directly or indirectly because of race, sex, sexual orientation, transgender status, religion or belief, marital or civil partnership status, age, disability, or pregnancy and maternity.

In order to assess how successful this policy is we have set up a system of monitoring all job applications. We would therefore be grateful if you would complete the questions on this form. We have asked for your name to enable us to monitor applications at shortlisting and appointment as well as application stage.

All information will be treated in confidence and will not be seen by staff directly involved in the appointment. The questionnaire will be detached from your application form, stored separately and used only to provide statistics for monitoring purposes. Thank you for your assistance.

Post applied for:		
Title:	First name:	Surname:

**1. Gender:**  Male  Female  Non-Binary  Transgender

**2. Date of Birth:**

**3. Marital status:**  Single  Married  Civil Partner  Other  Prefer not to say

**4. What is your sexual orientation?**

Bisexual  Gay Man  Gay Woman/Lesbian  Hetrosexual/Straight  Other  Prefer not to say

**5. What is your religion?**

No religion or belief  Buddhist  Christian  Hindu  Jewish  Muslim

Sikh  Prefer not to say  If other religion please specify here

**6. Disability**

Definition of Disability - 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.' Long term in this context means likely to last longer than 12 months or likely to recur. Please note that cancer, HIV and multiple sclerosis are covered by the Act from the point of diagnosis.

A disabled person is someone who has a physical or mental impairment which has a substantial and long term adverse effect on his/her ability to carry out normal day to day activities. Please note that a physical impairment includes sensory impairment such as blindness, partial sight and hearing loss. A mental impairment includes learning difficulties or a mental health condition (depression or schizophrenia).

Some examples of impairments or long term conditions (likely to last longer than 12 months or likely to recur) that could be considered as a disability (please note this list is not exhaustive) are: diabetes, epilepsy, speech impairment, hearing impairment, dyslexia, severe facial disfigurement, Crohn's disease, mental illness, HIV, muscular dystrophy, cerebral palsy, heart disease, learning difficulties.

**Do you have a disability as defined by the Equality Act 2010?**

Yes  No  Prefer not to say

**Do you require any assistance at interview? if yes please give details.**

Yes  No

**Please indicate the nature of your disability or long term condition (please tick the relevant box):**

- |   |   |
|---|---|
| <input type="checkbox"/> Long-standing illness or health condition (such as cancer, HIV, diabetes, chronic heart disease or epilepsy) | <input type="checkbox"/> Cognitive impairment (such as autistic spectrum disorder or resulting from head injury) Blind or serious visual impairment |
| <input type="checkbox"/> Mental health condition (such as depression or schizophrenia)  | <input type="checkbox"/> Specific learning disability (such as Dyslexia or Dyspraxia)   |
| <input type="checkbox"/> Physical impairment or mobility issues (such as difficulty using arms or using a wheelchair or crutches)     | <input type="checkbox"/> General learning disability (such as Down's syndrome)  |
| <input type="checkbox"/> Deaf or serious hearing impairment   | <input type="checkbox"/> Other type of disability or long term condition  |

**Please indicate the length of time you have had the condition, and if you wish provide additional information about your disability or long term condition:**

## 7. Ethnic Origin

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.

### A. White

English  Scottish  Welsh  Northern Irish  Irish  British  Prefer not to say

Any other white background, please write in:

### B. Mixed / multiple ethnic groups

White and Black Caribbean  White and Black African  White and Asian  Prefer not to say

Any other mixed background, please write in:

### C. Asian / Asian British

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say

Any other Asian background, please write in:

### D. Black, Black British, Black English, Black Scottish, or Black Welsh:

Caribbean  African  Prefer not to say

Any other Black/African/Caribbean background, please write in:

### E. Other ethnic group

Arab  Prefer not to say

Any other ethnic group, please write in:

## 8. Where did you see this post advertised?

## 9. Entitlement to work in the UK

Please indicate which of the following you have or will need in order to work in the UK:

As an UK/EU National  Worker Registration Certificate (Croatia only)  Tier 2 sponsorship certificate

Family/Dependant's visa  Indefinite Leave to Remain  Other (Please specify)

Data protection: Information from this application may be processed for purposes registered by Aston Villa Football Club under the Data Protection Act 1998. Individuals have, on written request and on payment of a fee, the right of access to personal data held about them.

I hereby give my consent to Aston Villa Football Club processing the data supplied in this form for the purpose of recruitment and selection.

Signed:

Date: