



Monitoring of Recruitment & Selection

Please complete this form and return it with your application form

Initials

Surname

Position applied for

Location

Post Number (as stated in the advertisement)

1. The County Council is committed as part of its Equality & Diversity Policy to attempt to ensure that no job applicant or employee receives less favourable treatment on the grounds of colour, race, ethnic or national origin, language, religion, gender, marital status, sexuality, disability, age or any other unjustifiable reason. Procedures will be regularly reviewed to ensure that individuals are recruited, promoted, trained and treated on the basis of merits and abilities.
2. One means of monitoring recruitment practice is by analysing data obtained from applicants for employment with the County Council. Your co-operation in providing the information requested overleaf will be appreciated. This information will not form part of the selection process and will be separated from your application on receipt. Please be assured that it will be treated confidentially, used for analysis purposes only and will contribute to the development of future recruitment practice aimed at equality.
3. The County Council requires all its employees, in the course of their work, to behave in a non discriminatory way toward other employees and members of the public. All County Council staff are encouraged to be part of developing equality and social justice through the practices, provision of services and policy in which they are involved.

If you would like to comment on the information sought, please do so below:

NOTES:

The categorisations for Ethnic Origin and Religion are those used in the Governments 2001 Census so that our monitoring information is consistent with the census. These categorisations will be reviewed periodically.

The definition of disability, under the Disability Discrimination Act 1995, includes:

- people with physical impairment, with limited mobility or wheelchair users
- people with sensory impairments, limited sight, the blind and those with hearing impairments
- a physical or mental impairment which has a substantial and long-term adverse affect on a person's ability to carry out normal day-to-day activities

IMPORTANT

Please answer the questions below filling in the appropriate box like this
 You can use either a pencil or blue or black pen. Please **DO NOT** use ticks, crosses or circles.

Age

| | |
|-------------|--------------------------|
| 16-20 | <input type="checkbox"/> |
| 21-25 | <input type="checkbox"/> |
| 26-30 | <input type="checkbox"/> |
| 31-35 | <input type="checkbox"/> |
| 36-40 | <input type="checkbox"/> |
| 41-45 | <input type="checkbox"/> |
| 46-50 | <input type="checkbox"/> |
| 51-55 | <input type="checkbox"/> |
| 56-60 | <input type="checkbox"/> |
| 61 and over | <input type="checkbox"/> |

Gender

Female

Male

Disability

Do you consider yourself to have a disability as defined by the Disability Discrimination Act? (please see definition on reverse)

Yes No

Ethnic Origin

| | |
|-------------------------------|--------------------------|
| White | |
| British | <input type="checkbox"/> |
| Irish | <input type="checkbox"/> |
| Other White | <input type="checkbox"/> |
| Asian or Asian British | |
| Indian | <input type="checkbox"/> |
| Pakistani | <input type="checkbox"/> |
| Bangladeshi | <input type="checkbox"/> |
| Other Asian | <input type="checkbox"/> |
| Chinese or other ethnic group | |
| Chinese | <input type="checkbox"/> |
| Other | <input type="checkbox"/> |
| Mixed | |
| White and Black Caribbean | <input type="checkbox"/> |
| White and Black African | <input type="checkbox"/> |
| White and Asian | <input type="checkbox"/> |
| Other Mixed | <input type="checkbox"/> |
| Black or Black British | |
| Black Caribbean | <input type="checkbox"/> |
| Black African | <input type="checkbox"/> |
| Other Black | <input type="checkbox"/> |

Sexuality

How would you describe your sexuality?

Bisexual

Gay

Lesbian

Heterosexual

Religion

What is your religion?

Christian

Buddhist

Hindu

Jewish

Muslim

Sikh

Any Other Religion

No Religion

Publication/Media in which advertisement was first seen:
 (please only mark one box)

NCC Website

JobsGoPublic Website

Other Website

Internal staff vacancies circular

Local Newspaper

National Newspaper

Job Centre

Ethnic Press

Professional Journal/Trade Newspaper

Are you currently employed by Northamptonshire County Council?

Yes

No

For Office Use Only

Short listed

Appointed