

VACANCY APPLIED FOR:

Equal Opportunities Monitoring Form

WCAVA is committed to being an Equal Opportunities organisation and would like to monitor the effectiveness of its Equal Opportunities Policy in the recruitment and employment of staff. We would find it helpful to receive some additional information from you to ensure we are not discriminating under the Equality Act 2010. This form will be separated from your main application form on arrival and your name and address will not be seen by the selection panel.

CAVA will treat all personal information with the utmost confidentiality and in line with current data protection legislation. We rely on the lawful basis under Article 9 (2) (b) that processing is necessary for the purposes of the legitimate interests of the employer regarding the information provided in both parts of these forms.

Should you be successful in your application, the information provided, and further information which will be gathered at the relevant time, will be subsequently used for the administration of your employment. . If you are unsuccessful the information will be held securely and destroyed after a period of 12 months as this may be required in relation to any legal challenge which may be made regarding our recruitment practices.

For more information on how we use the information you have provided, please see our privacy notice – <http://www.wcava.org.uk/privacy-policy>

Gender

☐ Male ☐ Female ☐ Intersex ☐ Non-binary ☐ Prefer not to say ☐ If you prefer to use your own term, please specify here

Disability

Do you consider yourself to have a disability or health condition?

☐ Yes ☐ No ☐ Prefer not to say

What is the effect or impact of your disability or health condition on your ability to give your best at work?

The information in this form is for monitoring purposes only. If you believe you need a 'reasonable adjustment' please discuss this with the manager running the recruitment process

What is your ethnicity?

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

White

☐ English ☐ Welsh ☐ Scottish ☐ Northern Irish ☐ Irish ☐ British ☐ Gypsy or Irish Traveller
☐ Prefer not to say

Any other white background, please specify:

Strengthening Warwickshire 

Warwickshire Community and Voluntary Action

Mixed/multiple ethnic groups

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

Any other mixed background, please specify:

Asian/Asian British

☐ Indian ☐ Pakistani ☐ Bangladeshi ☐ Chinese ☐ Prefer not to say

Any other Asian background, please specify:

Black/ African/ Caribbean/ Black British

☐ African ☐ Caribbean ☐ Prefer not to say

Any other Black/African/Caribbean background, please specify:

Other ethnic group

☐ Arab ☐ Prefer not to say

Any other ethnic group, please specify:

What is your religion or belief?

☐ No religion or belief ☐ Buddhist ☐ Christian ☐ Hindu ☐ Jewish ☐ Muslim ☐ Sikh ☐ Prefer not to say

If other religion or belief, please specify:

Age

☐ 16-24 ☐ 25-29 ☐ 30-34 ☐ 35-39 ☐ 40-44 ☐ 45-49 ☐ 50-54 ☐ 55-59 ☐ 60-64 ☐ 65+
☐ Prefer not to say

What is your sexual orientation?

☐ Heterosexual ☐ Gay ☐ Lesbian ☐ Bisexual ☐ Prefer not to say

☐ If you prefer to use your own term, please specify here:

Where did you see this post advertised?

☐ WCAVA locality office window ☐ WCAVA Website ☐ Direct contact from WCAVA ☐ Facebook
☐ Twitter ☐ LinkedIn ☐ Indeed ☐ WMJobs ☐ Charity Jobs ☐ Other (please specify)

Any comments on the pack/process as a whole – what did you like / dislike?

Thank you for your comments – you will help us to improve our future application process.

By providing the information requested on this form, you are giving your consent that it may be processed and handled under the Principles of Data Protection as detailed in the Data Protection Act 1998, the General Data Protection Regulations (EU 2016/679) (UK GDPR) and any subsequent legislation as appropriate for the purposes of Equal Opportunities monitoring.

Our Privacy Policy – <http://www.wcava.org.uk/privacy-policy>

Sensitive Personal Data Consent Form

Warwickshire Community and Voluntary Action

WCAVA must obtain consent to hold and use personal information about individuals that could be considered sensitive such as age, racial or ethnic origin, political opinions, religious belief, trade union membership, physical or mental health condition, sexual life. The Data Protection Act prohibits the processing of sensitive data except in specified circumstances for example equal opportunities monitoring, It is only in this sensitive area that WCAVA wishes to monitor in order to assess the effectiveness of its equal opportunity policy and reduce the possibility of discrimination occurring.

Please sign below to give your consent:

I understand that this information will be used only for the purpose set out above and my consent is conditional upon WCAVA complying with the obligations under the Data Protection Act 1998, the General Data Protection Regulations (EU 2016/679) and any subsequent legislation as appropriate.

Signed:

Name: (BLOCK CAPITALS)

Date: