

EQUAL OPPORTUNITIES MONITORING FORM

CALA is striving to ensure equality of opportunity in its employment policies with our commitment to recruiting, retaining and developing a diverse workforce. Therefore, it is vital that we monitor and analyse diversity information so that we can ensure that our recruitment processes are fair and transparent.

Any information provided on this form will be treated as **strictly confidential** and will be used for **statistical purposes** only. It will not be seen by those involved in the selection process. No information will be published or used in any way which allows any individual to be identified.

Role Applied For	
Region/Department	
Date of Application	
Where did you see this post advertised?	

Please complete the following information below by using the drop-down boxes and where you wish to share any other information, please do so in the spaces provided:

Age	
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Gender assigned at birth	
Which statement best reflects how you would describe your gender identity	
If "Other" please provide more information here	
Does your gender identity align with the gender assigned to you at birth?	

Sexual Orientation	
If "Prefer to self-describe" please note here	

Disability*	
If you wish to provide more information, please do so here	

* This information is used only for monitoring purposes. If you believe you may be disabled and may need any reasonable adjustments to be made in the recruitment and selection process or as part of your employment, please discuss this with the recruiting manager or HR team at hrhelpdesk@cala.co.uk.

Marital Status	
If "Other" please note here	

Ethnic Origin	
If "Other" please note here	

Nationality	
If "Other" please note here	

Religion or Belief	
If not specified please note here	

Data protection: The organisation treats personal data collected for reviewing equality of opportunity in recruitment, selection and, if relevant, employment within the organisation in accordance with its data protection policies. Information about how your data is used and the basis for processing is provided in the organisation's [privacy notice](#).

I hereby give my consent to CALA processing the data supplied in this form for the purpose of equal opportunities monitoring in recruitment and selection, and if relevant, employment within the organisation. I acknowledge that my application will be treated the same whether or not I complete this form. I understand that I may withdraw my consent to the processing of this data at any time by notifying the HR team at hrhelpdesk@cala.co.uk.

Applicant Signature	
Date	

Please forward your complete form to careers@cala.co.uk