



## Equal Opportunities Monitoring Form

The Football Association is committed to ensuring that applicants and employees from all sections of the community are treated equally and not discriminated against on the grounds of gender, colour, race, nationality, marital status, religion or belief, sexual orientation, disability or age.

This form assists us in monitoring who is applying for employment with us, our adherence to equal opportunities best practice and our progress towards identifying any barriers to diversity among our workforce. We ask some questions regarding disability which may also assist us in determining whether any reasonable adjustments are necessary to facilitate your interview. This form will be separated from your application on receipt, but if you are subsequently employed by The Football Association then we may retain it on your personnel file. We would be grateful if you would fill in this form and return it with your application. You are not obliged to answer all the questions but the more information you supply, the more effective our monitoring will be. All information supplied will be treated in the strictest confidence.

Thank you for your assistance.

1. Please state which job you have applied for and the date of your application.

Job applied for: .....

Date of application: .....

2. What is your gender (please tick)?

Male

Female

If you are currently undergoing the process of gender reassignment, please tick your future gender.

3. How would you describe your ethnic background (please choose one category from A to E and then tick the appropriate box)

**A White:**

British — English, Scottish or Welsh

Irish

Any other white background

**C Black or Black British:**

Caribbean

African

Any other Black background

**E Chinese or other ethnic group:**

Chinese

Any other ethnic group

**B Mixed race:**

White and Black Caribbean

White and Black African

White and Asian

Any other mixed background

**D Asian or Asian British:**

Indian

Pakistani

Bangladeshi

Any other mixed background

4. Is your age between (please tick):

16–24	<input type="checkbox"/>	25–29	<input type="checkbox"/>	30–39	
40–49	<input type="checkbox"/>	50–59	<input type="checkbox"/>	60 or over	<input type="checkbox"/>

5. How would you describe your sexual orientation (please tick)?

Heterosexual	<input type="checkbox"/>	Bisexual	<input type="checkbox"/>	Lesbian	<input type="checkbox"/>
Gay	<input type="checkbox"/>	Other	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>

6. How would you describe your religion?

My religion is:

No active faith:

Prefer not to say:

7. The Disability Discrimination Act 1995 (**DDA**) defines a 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". An effect is long-term if it has lasted, or is likely to last, over 12 months. Do you consider yourself to have a disability under the DDA (please tick)?

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Used to have a disability but have now recovered	<input type="checkbox"/>	Don't know	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>		

If you answered "Yes" to question 7, please give brief details of your condition and please indicate whether you may require any adjustments to enable you to attend and participate in an interview or to carry out any selection tests.

Disabled applicants are invited to contact the personnel office in confidence at any point during the recruitment process to discuss steps that could be taken to facilitate attendance and participation at an interview or in order to overcome any operational difficulties presented by the job.

Brief details of condition:

.....

Adjustments required for interview:

.....

Adjustments, if any, required for job:

.....

Please give details of any other special requirements we may need to be aware of in order to facilitate your attendance at an interview.

8. Where did you hear about this job (please tick)?

Newspaper (please specify which one)	<input type="checkbox"/>	Friend	<input type="checkbox"/>	Recruitment company	<input type="checkbox"/>
Company website	<input type="checkbox"/>	Other	<input type="checkbox"/>		

For the purposes of compliance with the Data Protection Act 1998, I hereby confirm that by completing this form I give my consent to The Football Association processing the data supplied above in connection with monitoring compliance with its equal opportunities obligations and policy. I also agree to the storage of this information on manual and computerised files.