

Equal Opportunity Monitoring

Crest Advisory is committed to the development of positive policies to promote equal opportunity in employment. We therefore aim to ensure that no job applicant or employee receives less favourable treatment because of a protected characteristic i.e. race, colour, nationality, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, sex, sexual orientation, pregnancy and maternity, gender reassignment, marriage/civil partnership, age, or on the basis of being a part-time or fixed term worker. To ensure that our equal opportunity policy is effective, we carry out monitoring of job applicants and we would like you to answer the questions below. Please send the form back to us with your completed application form. The selection process for our positions focuses only on your ability and potential for the job. This information will be kept completely separate from your recruitment application form and will be used to compile anonymous statistical information only. Monitoring is recommended by; the Equality and Human Rights Commission and the Confederation of British Industry.

Crest Advisory will keep personal information on you and provide such information only on a need to know basis as and when required. You have the right to inspect such information and, if necessary, to require corrections should such records be faulty. By completing and returning this form you give your express authority for the Organisation to process the sensitive personal data it contains.

Vacancy:	
Date of Birth:	

DISABILITY

In order to ensure that people with disabilities can compete fairly for jobs at Crest Advisory, it would be helpful if you could answer the following questions:

Do you consider yourself disabled as defined by the Equality Act?

i.e. Do you have a physical or mental impairment, which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities? This does not mean you have to be registered as a disabled person.

Yes No

If yes, please state briefly the nature of your disability:

Would the Organisation need to make any special provisions to enable you to attend an interview? If so, please give details:

GENDER MONITORING

Gender monitoring is key to ensuring that all employees have access to the same opportunities and as Crest Advisory is committed to work at achieving this it would be helpful if you could answer the following questions:

Male Female Other Prefer not to say

SEXUAL ORIENTATION

Monitoring sexual orientation in our staff and in our recruits is a significant step towards acknowledging gay, lesbian and bisexual staff within Crest Advisory to ensure our processes and practices are fair to all staff.

Please help us to do this by completing the following questions around your sexual orientation.

What is your sexual orientation:

Bisexual Gay Woman/Lesbian Gay Man Heterosexual Other

Prefer not to say

RELIGION AND BELIEF

Crest Advisory is committed to ensuring fairness and equal access to all employees whatever their faith or beliefs.

Below is a list of religions that are the most commonly found in Britain. They are listed in alphabetical order and not intended to signify rank in terms of importance. Furthermore we acknowledge that the list is not exhaustive and if your religion is not specifically listed then we ask you not to take offence as none was intended.

Please tick the box that best describes you:

Buddhist Christian Hindu Jew Muslim Sikh

No religion Other religion (please state)

Prefer not to say

ETHNIC ORIGIN

Which one of the following groups do you feel most adequately describes your ethnic origin?
 Choose one from the appropriate sections by indicating with a tick in the box or please state in the box provided (based on classifications recommended by the Office for National Statistics):

Asian/Asian British		Black/African/Caribbean/Black British		Mixed/Multiple Ethnic Groups	
Bangladeshi	<input type="checkbox"/>	African	<input type="checkbox"/>	White and Asian	<input type="checkbox"/>
Chinese	<input type="checkbox"/>	Caribbean	<input type="checkbox"/>	White and Black African	<input type="checkbox"/>
Indian	<input type="checkbox"/>		<input type="checkbox"/>	White and Black	<input type="checkbox"/>
Pakistani	<input type="checkbox"/>		<input type="checkbox"/>	White and Caribbean	<input type="checkbox"/>
Other Asian backgrounds. Please describe:	<input type="checkbox"/>	Other Black/African/Caribbean backgrounds. Please describe:	<input type="checkbox"/>	Other Mixed or Multiple background. Please describe:	<input type="checkbox"/>
Other Ethnic Groups		White			
Arab	<input type="checkbox"/>	British/English/Welsh/Scottish/Northern Irish			<input type="checkbox"/>
Other ethnic group. Please describe:	<input type="checkbox"/>	Gypsy or Irish Traveller			<input type="checkbox"/>
	<input type="checkbox"/>	Irish			<input type="checkbox"/>
	<input type="checkbox"/>	Other White background. Please describe:			<input type="checkbox"/>

Where did you hear about the vacancy

Please tick the box:

- W4MP
 - LinkedIn
 - King's College
 - Queen Mary
 - UCL
 - crestadvisory.com
 - LSE
 - Other (please state)
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