

**HARROW SCHOOL
EQUAL OPPORTUNITIES POLICY
Recruitment**

Harrow School/Harrow School Enterprises Limited is committed to continuing to develop its Equal Opportunities Policy to ensure that all job applicants and employees are treated fairly, irrespective of sex, sexual orientation, race, age, marital status, disability, racial or ethnic origin. This section of the application form will help us to monitor the effects of our Policy and will be used for no other purpose.

As part of this monitoring policy, you are invited to give the following information:

Post applied for	<input type="text"/>		
Name	<input type="text"/>	Place of birth	<input type="text"/>
Date of birth	<input type="text"/>	Age last birthday	<input type="text"/>
			<input type="text"/>
Gender	Male <input type="checkbox"/>	Female <input type="checkbox"/>	
Disability	Physical <input type="checkbox"/>	Mental <input type="checkbox"/>	None <input type="checkbox"/>

Ethnic origin (please tick one box):

I would describe my ethnic origin as:

- | | |
|---|---|
| <input type="checkbox"/> Afro-Caribbean | <input type="checkbox"/> White |
| <input type="checkbox"/> African | <input type="checkbox"/> Other – please specify |
| <input type="checkbox"/> Asian | |
| <input type="checkbox"/> European | |

This section of your application form will be separated immediately upon receipt of the completed form and its contents will not be communicated to those who are responsible for drawing up a short list of applicants for interview, or for interviewing them or selecting the successful applicant. However, if it is found that a proposed short list does not adequately reflect a balance on grounds of sex, sexual orientation, marital status, age, racial or ethnic origin between the applicants when the information on these separate sections has been analysed, the addition of suitable candidates to the proposed short list (but not the removal of anyone already named on it) will be suggested before the invitations for interview are sent out. Your application will in no way be prejudiced if you decline to complete this section. It will be separated from the main application form whether or not you have completed it.