



What Is Equality Monitoring?

Why do we want to collect information about you?

We believe in treating everyone fairly and see the diversity of our community and workforce as a real strength. To be sure that our workforce reflects the community we serve we monitor both employees and applicants to see if any groups are under-represented. We want to encourage people from all groups to apply for the jobs we advertise.

What Don't we do with your information?

As an applicant we don't share any of the your information outside of the council. All information is classed as personal data under the Data Protection Act (see www.dataprotectionact.org for full details) and is therefore confidential. It is not disclosed under any circumstances.

What do we do with your information?

We only use your information for statistical purposes and to check that our recruitment process is attracting people from all communities and backgrounds. The information is reported at a general level and your identity will not be disclosed, an example of how we use this information is detailed in the 'Did you know?' box.

You do not have to answer the questions about you and if you choose not to it will not make any difference to your application for employment with the council. However, by answering the questions you will help us to ensure our recruitment process is fair and accessible to all.

Support & Development Opportunities

We are committed to providing a supportive environment for our diverse workforce and have a number of Employee Networks, they have regular meetings and provide support to employees, some of these include:-

- Black and Minority Ethnic (BME) Employee Network
- Disabled Employee Network
- Lesbian, Gay, Bisexual and Trans Employee Network
- Working Carers' Network
- Young Employees Network

Did you know?

The Kirklees area covers 161 square miles

It has a diverse population of over 400,000

- 51% of them are Female and 49% of them are Male
- Two thirds of people are of working age
- One third of people are aged under 25
- 16% are from black and minority ethnic communities, compared to 12% in England & Wales
- At the last census 18% had a disability or a limiting long term illness, with almost a quarter of them in employment
- 5-7% are Lesbian, Gay or Bisexual, based on Treasury national estimates

Additional Information

If you require any further information on our equality and diversity policy please use the following link to our website <http://www.kirklees.gov.uk/you-kmc/kmc-policies/equalitydiversity.shtml> or the human rights website has details of your equality and discrimination rights <http://www.equalityhumanrights.com>. There is also a link to a booklet independently produced to give you 10 reasons why you should complete this form found at http://www.stonewall.org.uk/at_home/3460.asp

