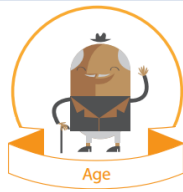
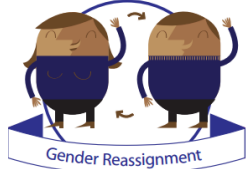






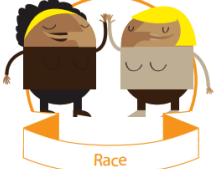


Below are the nine protected characteristics of the Equalities Act.

We are legally obliged to protect your information. Any information you provide on this form will be treated as **strictly confidential** and will be used for statistical purposes only.

	Surname:	Forename:
	DoB: (dd/mm/yyyy) ___/___/_____	
	Is your gender identity the same as the gender you were assigned at birth? Yes <input type="checkbox"/> No <input type="checkbox"/>	
	Are you married or in a civil partnership? Yes <input type="checkbox"/> No <input type="checkbox"/>	
	Do you consider yourself to be disabled? Yes <input type="checkbox"/> No <input type="checkbox"/> (This is covered in more detail in your enrolment form)	
	What is your sexual orientation? Heterosexual/straight <input type="checkbox"/> Gay woman/lesbian <input type="checkbox"/> Gay man <input type="checkbox"/> Bisexual <input type="checkbox"/> Other <input type="checkbox"/>	
	What is your religion or belief? No religion <input type="checkbox"/> Buddhist <input type="checkbox"/> Christian <input type="checkbox"/> Hindu <input type="checkbox"/> Jewish <input type="checkbox"/> Muslim <input type="checkbox"/> Sikh <input type="checkbox"/> Any other religion <input type="checkbox"/>	
	Pregnancy & Parenthood. Please tick as relevant if you are: Pregnant <input type="checkbox"/> The father of a child under 18 months <input type="checkbox"/> The mother of a child under 18 months <input type="checkbox"/> None of the above <input type="checkbox"/> The father of an unborn child <input type="checkbox"/>	
	Sex: This is already covered in your enrolment form	
	Race: This is already covered in your enrolment form	



The 'Nine Protected Characteristics' form

This form has been designed for two purposes.

PURPOSE 1: to start a discussion with learners about protected characteristics from the Equality Act 2010. Positive discussion about equality and diversity enhances wellbeing overall as it encourages understanding of each other's points of view. Promoting knowledge of the protected characteristics is also a requirement of the Equalities Act.

PURPOSE 2: to bring together data about the nine protected characteristics with other data collected by the Learner Data and Research team; this is why learner names are collected. This data can then be analysed against withdrawal and achievement rates to allow a comparison of learners who have and don't have protected characteristics.

Should there be issues in any courses, this allows us to spot them and start asking why. Issues could relate to the location of courses, timing of courses, the content of provision, or perhaps a form of discrimination that must be tackled.

How to use this form.

The use of this form is purely voluntary and is designed to help promote discussion, not to dictate the form of that discussion. There are therefore no 'rules' on when or how to introduce this form to your groups.

When it was created, it was envisioned that the form could be introduced midway through a course. Following a discussion, learners could be asked to complete the form, leaving boxes blank if they don't want to answer particular questions. Learners could then place the forms in an envelope which can be sealed in front of them for submission to the Learner Data and Research team. Data can then be analysed as above and will be used to promote equality and diversity within our service.