**Stand up and be counted**

Hello,

We need to collect **new** equalities information from everyone currently working at KCC because the questions we're asking have changed. The changes have come about because:

- the 2011 census categories for ethnicity have changed and we want to be able to align our data
- we're revising how we identify disabled employees, moving away from a medical to a social model of disability and,
- we don't have a full picture in all of the areas we monitor e.g. people's religion and belief

So... we are asking everyone to complete a new equalities monitoring form using the link below, to help us improve the quality and consistency of the information we have and to fill in the gaps. [www.kent.gov.uk/kccequalitiesmonitoring](http://www.kent.gov.uk/kccequalitiesmonitoring)

Although this information is personal it is only ever reported anonymously and cannot be viewed, for example, by line managers. The data you submit will be input by people who understand the confidential nature of equalities information, are authorised to process it and respect it’s sensitivity. Equalities data is protected by strict laws with penalties for those who break them.

You will know, if you've completed a monitoring form like this before, that we collect it regularly and at different points to show we're being fair in our employment practice and that people from all backgrounds continue to be represented in our workforce. If you have any questions about this exercise, or require this information in another format please e-mail: employmentpolicyqueries@kent.gov.uk

Please take a moment to complete the form to help us get a total picture. We need the information as soon as possible and at the latest by **Monday 13th December**.

Thank you for your support.

Amanda Beer
Director of Personnel and Development