Equal Opportunities Form

For Office Use Only:	
Application Number:	

Section E

Please note that if you have a disability and you require having this form, or submitting the information with regard to this form in another format, such as in larger print, please contact us by writing, emailing or telephoning our HR Department on 01788 422 907

The Trust is working towards equality of opportunity for all who apply for employment with organisation. We are actively opposed to discrimination and want to ensure our processes support recruitment of the full diversity of people. We believe that monitoring our recruitment results will help us assess any areas requiring improvement. In order to assist us with this, we would be grateful if you would complete this form and return it with your application.

The Trust undertakes that this form will not be made available to anyone involved in the recruitment and selection of staff and will remain confidential to the Recruitment Administration Team to be used solely for the purpose of monitoring the effectiveness of our equal opportunities policy.
Your help in this matter is entirely voluntary and will in no way affect your application.

Post applied for:

1. Please indicate your gender:: Male ☐ Female ☐ Prefer not to say ☐

   Is your gender identity the same as the gender you were assigned at birth?

   Yes ☐ No ☐ Prefer not to say ☐

2. Please indicate your age:

   16 – 17 ☐ 18 – 21 ☐ 22 – 30 ☐
   31 – 40 ☐ 41 – 50 ☐ 51 – 60 ☐
   61 – 65 ☐ 66 – 70 ☐ 71+ ☐
   Prefer not to say ☐

3. Please indicate your marital status:

   Married ☐ Single ☐ Civil ☐
   Other ☐ Widowed ☐ Separated/Divorced ☐
   Prefer not to say ☐

4. Ethnic origin is not about nationality, place of birth or citizenship. It is to do with colour and broad ethnic group. UK citizens can belong to any groups indicated below. Would you describe yourself as:

   Asian/Asian British – Bangladeshi ☐
   Asian/Asian British Pakistani ☐
   Black/Black British African ☐
   Black/Black British any other Black ☐
   Mixed – White and Asian ☐
   Mixed – White and Black Caribbean ☐
   White – British ☐
   White – any other White background ☐
   Asian/Asian British – Indian ☐
   Asian/Asian British – any other Asian ☐
   Black/Black British Caribbean ☐
   Chinese ☐
   Mixed – White and Black African ☐
   Mixed – any other Mixed background ☐
   White – Irish ☐
   Other ☐

Prefer not to say ☐

5. Nationality – Please state:

6. Do you consider yourself to have a disability within the meaning of the Equality Act 2010 (see end of this part of form for definition)?

Yes ☐ No ☐ Prefer Not to say ☐

We fully support the social model of disability and we recognise that people with different impairments or medical conditions can experience different barriers. If you have selected yes, please select the nature of your disability:

Hearing impairment ☐
Autistic Disorder ☐
Deaf/Partial hearing ☐
Learning Disability ☐
More than 1 disability/special needs ☐
Wheelchair use/mobility ☐
Visual impairment (not corrected by spectacles) ☐
Blind/Partially sighted ☐
Dyslexia ☐
Mental health difficulty ☐
Other disability/special needs ☐
Unseen (diabetes, epilepsy, asthma) ☐
Yes – Prefer not to disclose ☐

If yes are there any reasonable adaptations which could assist you to do this job?

7. What is your Religion, even if you are not currently practising?

Christianity Inc. Church of England, Catholic, Protestant and all other Christian denominations ☐
Hinduism ☐
Muslim ☐
Baha'i ☐
Jainism ☐
Prefer not to say ☐
Other ☐
Buddhism ☐
Judaism ☐
Sikhism ☐
Islam ☐
Rastafarianism ☐
No Religion ☐
Atheism ☐

If other, please specify:

8. What is your sexual orientation?

Bisexual ☐
Gay Man ☐
Gay woman/lesbian ☐
Heterosexual/straight ☐
Other ☐
Prefer not to say ☐

Thank you for your assistance

Disability Definition

The Equality Act 2012 states "A person has a disability if they have a physical or mental impairment, which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities."

The Act goes on to state "A person can also qualify is s/he had a disability in the past and/or if s/he was on the register of disabled persons under provisions in the Disables Persons (Employment) Act 1944 on both 12 January 1995 and 2 December 1996".
DDA 2005