



CONFIDENTIAL

EQUALITY AND DIVERSITY MONITORING FORM

This Association is committed to equality and diversity, ensuring the applicants, employees and board members receives no less favourable treatment on the grounds of age, gender, marital status, race, ethnic origin or disability. For monitoring purposes you are requested to complete the questions listed below.

This information will be separated from the application form and used for statistical purposes only.

SURNAME: Mr/Mrs/Miss/Ms/Other: (please specify)	FORENAMES:
HOME ADDRESS:	MARITAL STATUS:
	DATE OF BIRTH:
POST APPLIED FOR:	DEPARTMENT:
Publication or source which attracted your attention to the post:	

Q1. I would describe my ethnic origin as: (choose ONE section from A to E, then tick the appropriate box to indicate your cultural background).

A. White

- British
- Irish
- Any other White Background, please give details.....
-
-
-

B. Mixed

- White & Black Caribbean
- White & Black African
- White & Asian
- Any other mixed background, please give details.....
-
-

C. Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background, please give details.....
-
-

D. Black or Black British

- Caribbean
- African
- Any other Black background, please give details.....
-

E. Any other ethnic group

- Any other, Please give details.....
-
-

Q2. My gender is: Female Male

Q3. Birth Nationality i.e. British

Current Nationality (If different from above)

DISABILITY DISCRIMINATION ACT - OUR DEFINITION OF DISABILITY

When is a person disabled?

A person has a disability if he/she has a physical or mental impairment, which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

What does 'impairment' cover?

It covers physical or mental impairments – this includes sensory impairments, such as those affecting sight and hearing and a wide range of impairments relating to mental functioning, including what are often known as learning disabilities.

What is a 'substantial' adverse effect?

Something that is more than a minor or trivial effect. A 'substantial' effect is a limitation likely to go beyond the normal differences in ability that might exist among people.

What is a long-term effect?

- An impairment which has lasted at least 12 months
- Where the total period for which it lasts is likely to be at least 12 months
- Which is likely to last the rest of the life of the person affected

A broken limb or a temporary infection from which a person is likely to recover within 12 months would not be considered long-term.

Do you consider yourself to have a substantial long-term disability as defined by the Disability Discrimination Act?

YES/NO If "yes" please also answer the following questions:

What is the nature of your disability?

.....
.....

What "reasonable adjustment" might be required? (Eg a special requirement relating to a physical feature of the workplace including furniture, equipment or materials; or a specific arrangement relating to the way the work is organised, such as using a reader/interpreter or other minor amendments to duties.)

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.....

Signed:Date:.....