

STONE PARISH COUNCIL

Equal Opportunities Monitoring Form

The Council collects information from all job applicants on key characteristics that can be related to equal opportunities in employment. The information collected will form a confidential statistical record/database that will be used for monitoring the Council's performance in respect of equal opportunities and as part of the process for determining an individual's entitlement to work in the UK.

PLEASE COMPLETE ALL SECTIONS

Post applied for:

Surname:

First Name(s):

Date of Birth:

Gender	Male	Female
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What is your marital status?

Divorced	Married	Partner
Single	Widowed	Rather not say

Do you have any dependent children?

Yes	No	Rather not say
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Do you have any dependent adults?

Yes	No	Rather not say
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What is your religion or belief?

Christian	Buddhist	Hindu
Jewish	Sikh	Muslim
Rather not say		

Other:

What is your sexual orientation?

Heterosexual	Other
Gay	Rather not say

The Council welcomes diversity and is an equal opportunities employer. We aim to ensure that no job applicant or employee will receive less favourable treatment on the grounds of sex, marital status, gender reassignment, race, colour, nationality, ethnic origin, disability, religion or belief, political belief, sexual orientation, pregnancy or childbirth, membership of a trade union, part-time working or age.

We aim to ensure that job applicants who are disabled, become disabled, or have had a disability receive no less favourable treatment than others on the grounds of their disability and we are supportive in making reasonable adjustments.

Selection practices, promotion criteria and access to training and development of individuals are actively reviewed to ensure that the selection, promotion, training and development of individuals is carried out on the basis of the job requirements and individuals' relevant skills and abilities alone.

We are committed to the promotion of equality and the elimination of unlawful discrimination and harassment. We will monitor and review the impact of policies and procedures and actively work to ensure that all members of the Council are aware of their responsibilities under the Council's Equal opportunities policy

How did you become aware of the vacancy?

Council website	Council email
Word of mouth	Local paper
Council newsletter	Job centre
Facebook	Twitter
Other (please specify)	

How did you request the application pack?

Phone
Post
Email

What is your ethnicity?	
Ethnic origin categories are not about nationality, place of birth or citizenship. They are about the group to which you as an individual perceive you belong.	
Please indicate your ethnic origin by ticking the appropriate box	Other Mixed background
Asian/Asian British - Bangladeshi	White - British
Asian/Asian British - Indian	White – Irish
Asian/Asian British - Pakistani	Other White Background
Other Asian background	Mixed – White and Asian
Black/Black British - African	Mixed – White and Black African
Black/Black British - Caribbean	Mixed - White and Black Caribbean
Other Black Background	Rather not say
Chinese	

DISABILITY

Definition of Disability - The Equality Act 2010 defines disability as 'A physical or mental impairment which has a substantial and long term adverse effect on a person's ability to carry out normal day to day activities.' Long term in this context means likely to last longer than 12 months or likely to recur. Please note that cancer, HIV and multiple sclerosis are covered by the Act from the point of diagnosis.

Do you have a disability as defined by the Disability Discrimination Act?

A disabled person is someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his/her ability to carry out normal day-to-day activities. Please note that a physical impairment includes sensory impairment such as blindness, partial sight and hearing loss. A mental impairment includes learning difficulties or a mental health condition (depression or schizophrenia).

Some examples of impairments or long term conditions (likely to last longer than 12 months or likely to recur) that could be considered as a disability (please note this list is not exhaustive) are: diabetes, epilepsy, speech impairment, hearing impairment, dyslexia, severe facial disfigurement, Crohn's disease, mental illness, HIV, muscular dystrophy, cerebral palsy, heart disease, learning difficulties.

Please indicate the nature of your disability or long term condition (please tick the relevant box):

Long-standing illness or health condition (such as cancer, HIV, diabetes, chronic heart disease or epilepsy)

Mental health condition (such as depression or schizophrenia)

Physical impairment or mobility issues (such as difficulty using arms or using a wheelchair or crutches)

Deaf or serious hearing impairment

Blind or serious visual impairment

Specific learning disability (such as Dyslexia or Dyspraxia)

General learning disability (such as Down's syndrome)

Cognitive impairment (such as autistic spectrum disorder or resulting from head injury)

Other type of disability or long term condition

Please indicate the length of time you have had the condition, and if you wish provide additional information about your disability or long term condition:

Please let us know if there are any reasonable adjustments we need to consider making if you are invited to interview for this post, for example access to interview rooms, alternative equipment, hearing loop etc.

Please inform us of any reasonable adjustments we would need to consider if you were successful following interview.

I confirm that all personal details provided on this form and any accompanying documentation are correct, and understand that any false statement could result in the appointment being declared invalid. If you are submitting this form electronically, please enter your name or your electronic signature below. In doing so, you confirm that the above statement is correct, as if the document had been signed and dated by hand.

Signature:

Date: