

Equal Opportunities Employment Monitoring Form

Dawsongroup is committed to the successful development of an equal opportunity policy in relation to all aspects of employment from vacancy advertising, selection, recruitment and training. It is our policy that no job applicant receives less favourable treatment on the grounds of sex, marital or family status, sexual orientation, ethnic or national origin, race, religion, belief, colour, creed, disability or age.

To assist in the implementation and monitoring of this policy, applicants for posts with us are asked to provide the information below. The information will be treated as strictly confidential. This form will be separated from your application form and will not be made available to the short-listing panel.

Post applied for: Vacancy Ref:	
Where did you see this post advertised?	
Surname:	
Forenames:	
Address:	
Home Telephone Number:	
Mobile Telephone Number:	
E-mail address:	
Marital or Civil Partnership Status:	
Date of Birth:	

1. Ethnicity

Please choose ONE Section from A to E and TICK the appropriate category to indicate your cultural background

A WHITE	B MIXED	C ASIAN *
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British

- English
- Scottish
- Welsh
- Other

- White and Black Caribbean
- White and Black African
- White and Black African

- Indian
- Pakistani
- Bangladeshi

Irish

Any other mixed Background
(Please State)

Any other Asian Background
(Please State)

Other
(Please State)

D BLACK**	E CHINESE***
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- Caribbean
- African
- Any other Black background
(Please State)

- Chinese
- Any other Chinese Background
(Please State)

* Asian, Asian British, Asian English, Asian Scottish, or Asian Welsh
 ** Black, Black British, Black English, Black Scottish or Black Welsh
 *** Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh or other Ethnic Group

<u>2. Gender</u>	Male		Female		
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<u>3. Age</u>	16-19		20-29		30-39		40-49		50-59		60+	
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4. Disability

The Disability Discrimination Act 1995 outlines the definition of a 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”.

I consider myself to be disabled		I do not consider myself to be disabled	
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Dawsongroup welcomes applications from individuals with a disability and is committed to equality of opportunity. You may be asked at a later stage about any requirements for an interview. If you wish to discuss any concerns about your disability in relation to the job or the short-listing process please contact Sally Ellis, Human Resources Manager on 01908 218111 in confidence.

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If appointed, do you require any adjustments to be made to enable you to work for the Group? If yes, please give brief details:

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5. Sickness Absence

How many days absence from work through sickness have you had over the last 2 years? -

How many episodes did these periods of sickness involve? -

Reasons for sickness absence:

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6. Carer Responsibilites

Do you have any carer responsibilites that the Group should be aware of? Yes No

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Thank you for completing this form. Please return with your application form.