

## EQUAL OPPORTUNITIES

### PRIVATE AND CONFIDENTIAL

Return this form to: [generatione@realideas.org](mailto:generatione@realideas.org)

We are an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favorable treatment on the grounds of race, colour, ethnic or national origin, religion or belief, sex, marital status or civil partnership, sexual orientation, gender reassignment, pregnancy/maternity, age or disability, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Our selection criteria and procedure are reviewed to ensure that individuals are selected and treated on the basis of their relevant merits and abilities.

All employees are given equal opportunities and are encouraged to progress within the organisation.

We are committed to an ongoing programme of action to make this policy fully effective. To assist us in monitoring the operation of our equal opportunities policy, and for no other reason, please answer the following questions or tick the appropriate box. This section of the application form will be detached and used solely for monitoring purposes.

### Age

16-18  19-21  22-35  36-45  46-64

65 and over  prefer not to say

### Disability

Do you consider yourself to have a disability?

Yes  No  Prefer not to say

### 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. **I would describe my ethnic group as:**

**A) White**

- English       Scottish   
Welsh       Irish   
Cornish   
Any other white background (please specify)
- .....

**B) Mixed**

- White and Black Caribbean       White and Black African   
White and Asian   
Any other Mixed background, please specify
- .....

**C) Asian, Asian British**

- Indian  
Indian       Pakistani       Bangladeshi   
Any other Asian background, please specify
- .....

**D) Black, Black British**

- Caribbean       African   
Any other Black backgrounds, please specify
- .....

**E) Chinese, Chinese British**

Chinese

Any other background, please specify

.....

**F) Other (please specify)**

.....

**G) I wish to decline to answer**   
(This will not affect your application)

**Gender**

Male  Female  Transgender  Prefer not to say

Other (please specify) .....

**Sexual Orientation**

Bisexual  Heterosexual  Lesbian/Gay

Prefer not to say

Other (please specify) .....

**Religion or Belief**

Christian  (includes Church of England / Scotland / Ireland, Catholic, Protestant and all other Christian denominations)

Buddhist  Hindu  Jewish  Muslim  Sikh

Prefer not to say

Any other religion (please specify) .....

## Disability

The Equality Act 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.

Do you consider yourself to have a disability as defined in the Equality Act?

Yes  No  Don't know  Prefer not to say

## REHABILITATION OF OFFENDERS ACT 1974

Applications from ex-offenders are welcomed and will be considered on their merit. Convictions that are irrelevant to this job will not be taken into account. You are required to disclose any convictions, which are not 'spent' by virtue of the Rehabilitation of Offenders Act 1974.

Do you have any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013)

Yes  No

If yes, please give details of date(s), offence(s) and sentence(s) passed:

The Rehabilitation of Offenders Act does not apply to certain specified professions, nor does it apply to posts which involve contact with children, young people or vulnerable adults. In any of these cases you should state all past convictions, including any that are spent, giving details of date(s), offence(s) and sentence(s) passed:

Please also confirm that you are not listed on either of the following (as appropriate):

I confirm that I am not listed on the children's barred list.

OR

I confirm that I am not listed on the adults' barred list.

AND

I declare that I have no past convictions, cautions or bind-overs and no pending cases affecting why I might be considered unsuitable to work with children/vulnerable adults.

*The information you provide will be treated as strictly confidential and will be considered only in relation to the job for which you are applying.*

