**EQUAL OPPORTUNITIES**

**Private and Confidential**

**Return this form to**:

RIO Recruitment

Devonport Guildhall

Ker Street

Plymouth

PL1 4EL

**Alternatively, please email to**: [jobs@realideas.org](mailto:jobs@realideas.org)

**Position Applied For:** **………………………………………..**

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  Irish  Scottish  Welsh  Cornish

Any other white background  (please specify) …….……………………………………….

**B) Mixed**

White and Black African  White and Black Caribbean  White and Asian

Any other mixed ethnic background  please specify …………………………………………

**C) Asian, Asian British**

Bangladeshi  Chinese  Indian  Pakistani

Any other Asian background  please specify ……………………………………………..

**D) Black, Black British**

African  Caribbean

Any other black background  please specify ………………………………………………..

**E) Other (please specify)**

………………………………………………………………

**F) 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**

Buddhist  Christian  Hindu  Jewish  Muslim  Sikh

Other  (please specify)………………………………….

No religion or belief

Prefer not to say

**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.*