

# Equality at Work

## Workforce/Recruitment Monitoring



**CONFIDENTIAL**

As an equal opportunities employer we are committed to ensuring that you and other job applicants are not discriminated against on any grounds, or disadvantaged by job conditions or requirements which are not relevant.

To maintain this commitment, and to assist us in monitoring the composition of our workforce and the response to our advertisements, we need to collect information about the people who apply for our jobs. The information you provide will be treated as confidential and only be used to monitor our employment practices and policies; it will not influence the outcome of your application.

If you consider that your application for a job with Avon Fire & Rescue has not been treated fairly you should write to Human Resources with details of your concerns. Please ensure that you do this within three months of hearing the result of your application.

By completing this form we will assume you have given consent to it being processed in accordance with the Data Protection Act.

Name: _____	Date of Birth: _____
Post Title: _____	Closing Date: _____

<p><b>Gender:</b></p> <p>Are you?</p> <p><input type="checkbox"/> Male</p> <p><input type="checkbox"/> Female</p>	<p><b>Disability:</b></p> <p>Under the Equality Act 2010 a person has a disability if “they have a physical or mental impairment which has a substantial and long term adverse effect on their ability to perform normal day-to-day activities”. Do you consider yourself to have a disability?</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>
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**Ethnicity:** To which ethnic group do you belong? Put a tick against one of the groups listed below.

<p><b>White</b></p> <p><input type="checkbox"/> White British</p> <p><input type="checkbox"/> White Irish</p> <p><input type="checkbox"/> Other White background</p> <p>State:.....</p>	<p><b>Asian or Asian British</b></p> <p><input type="checkbox"/> Indian</p> <p><input type="checkbox"/> Pakistani</p> <p><input type="checkbox"/> Bangladeshi</p> <p><input type="checkbox"/> Other Asian background</p> <p>State: .....</p>	<p><input type="checkbox"/> Chinese</p> <p><input type="checkbox"/> Other Ethnic Group</p> <p>State: .....</p>
<p><b>Mixed/Dual Heritage</b></p> <p><input type="checkbox"/> White &amp; Black Caribbean</p> <p><input type="checkbox"/> White &amp; Black African</p> <p><input type="checkbox"/> White &amp; Asian</p> <p><input type="checkbox"/> Other Mixed background</p> <p>State: .....</p>	<p><b>Black or Black British</b></p> <p><input type="checkbox"/> Caribbean</p> <p><input type="checkbox"/> African</p> <p><input type="checkbox"/> Other Black background</p> <p>State: .....</p>	

<p><b>Sexual Orientation:</b></p> <p><input type="checkbox"/> Bisexual</p> <p><input type="checkbox"/> Gay/Lesbian</p> <p><input type="checkbox"/> Heterosexual</p> <p><input type="checkbox"/> Prefer Not To Say</p>	<p><b>Religion/Belief</b></p> <p><input type="checkbox"/> Buddhist</p> <p><input type="checkbox"/> Hindu</p> <p><input type="checkbox"/> Muslim</p> <p><input type="checkbox"/> Christian</p> <p><input type="checkbox"/> Jewish</p> <p><input type="checkbox"/> Sikh</p> <p><input type="checkbox"/> None</p> <p><input type="checkbox"/> Prefer Not To Say</p> <p><input type="checkbox"/> Other</p> <p>State:.....</p>
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