**Valuing Diversity**

Please complete the form that follows on the next page.

Ivybridge Academy Trust welcomes and encourages applications regardless of age, gender, sexual orientation, race, religion or disability.

To make valuing diversity work we need to monitor the effectiveness of our policies. This is why we ask you to please complete the attached form.

The form is not part of our selection process and will be separated from your application form.

**Guidance Notes on Disability**

Under the Equality Act 2010 you are considered to have a disability if you have ‘a physical or mental impairment which has a substantial and long-term adverse effect upon your ability to carry out normal day-to-day activities’.

People who have had disabilities in the past are included. Progressive conditions, such as cancer, multiple sclerosis, muscular dystrophy and HIV infection, are covered by the Act from the point of diagnosis.

Physical and mental impairments include sensory impairments, such as those affecting sight or hearing, learning disabilities, and mental illness if it has a substantial effect on normal day to day activity.

Substantial adverse effect is more than a minor or trivial effect and goes beyond the normal differences between people. Substantial effects of a disability, which has ceased but is expected to recur at least once a year, for example rheumatoid arthritis or epilepsy, are included in the definition.

Long term effect is one which has lasted, or is likely to last, 12 months or more.

Normal day to day activities are those which are carried our by most people on a fairly regular and frequent basis. An impairment has a substantial adverse effect if it affects:

• Mobility

• Ability to lift, carry or otherwise move everyday objects

• Manual dexterity

• Speech, hearing or eyesight (excluding those who wear glasses/contact lenses)

• Physical co-ordination

• Continence

• Memory or ability to concentrate, learn or understand

• Perception of the risk of physical danger.

Anyone who is certified as blind or partially sighted by a consultant ophthalmologist, or who is registered as such by a Local Authority, is deemed to be disabled within the meaning of the Equality Act 2010.

Further details are available from the Equality and Human Rights Commission at www.equalityhumanrights.com, Phone: 0808 800 0082 or Textphone: 0808 800 0084

First Name(s):…………………………………………………

Surname: …………………………………………………..

1. GENDER: Male ☐ Female ☐

2. AGE: 16-24 ☐ 25-29 ☐ 30-34 ☐ 35-39 ☐ 40-44 ☐

45-49 ☐ 50-54 ☐ 55-59 ☐ 60-64 ☐ 65+ ☐

3. ETHNIC GROUP:

To which of these groups do you consider that you belong? (tick in appropriate box)

Asian or Asian British Mixed

Indian ☐ White and Black Caribbean ☐

Pakistani ☐ White and Black African ☐

Bangladeshi ☐ White and Asian ☐

Any Other Asian Background ☐ Any other Mixed background ☐

Black or Black British White British ☐

Caribbean ☐ Irish ☐

African ☐ Any other White background ☐

Any Other Black Background ☐ Any other ☐

Chinese or Other Ethnic Group

Chinese ☐

If you have answered ‘any other’ in please specify below

…………………………………………………….

4. DISABILITY

Do you consider yourself to have a disability? Yes ☐ No ☐

(Please see guidance on the previous page)

For internal use only

Job Title: ……………………………………………………..

Vacancy Ref: …………………………………………………….