



VALUING DIVERSITY

Clyst Vale Community College believes in valuing diversity. This means that we welcome and encourage 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 form overleaf.

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

If you are successful, the information will be transferred to our computerised personnel system. The information will be kept in strict confidence at all times.

Guidance Notes on Disability

Under the Disability Discrimination Act 1995 you are considered to have a disability if you have '*a physical or mental impairment which has a substantial and long-term 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, or 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 lasted, or is likely to last for 12 months or more.

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

- Mobility
- Manual dexterity
- Physical co-ordination
- Continence
- Ability to lift, carry or otherwise move everyday objects
- Speech, hearing or eyesight (excluding those who wear glasses/contact lenses)
- Memory or ability to concentrate, learn or understand or perception of the risk of physical danger

Anyone who is certified **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 Disability Discrimination Act.

Further details are available from the Equality and Human Rights Commission at www.equalityhumanrights.com, telephone 0845 604 6610 or textphone 0845 604 6620.

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First Name(s):

Surname:

1. **GENDER** Female ☐ Male ☐

2. **DATE OF BIRTH** (DD/MM/YY) / /

3. **ETHNIC GROUP**

To which of these groups do you consider that you belong?

Asian or Asian British

Indian ☐
Pakistani ☐
Bangladeshi ☐
Any other Asian Background ☐

Mixed

White and Black Caribbean ☐
White and Black African ☐
White and Asian ☐
Any other Mixed background ☐

Black or Black British

Caribbean ☐
African ☐
Any other Black background ☐

White

British ☐
Irish ☐
Any other White background ☐

Chinese or other ethnic group

Chinese ☐
Any other ☐

If you have answered 'Any other' in any group please specify below

4. **DISABILITY**

Do you consider yourself to have a disability? (please see guidance overleaf) Yes ☐ No ☐

5. **EMPLOYMENT**

Are you currently employed by a Local Authority? Yes ☐ No ☐

If Yes, are you applying for a higher graded post? Yes ☐ No ☐ N/A ☐

6. **WHERE DID YOU FIRST SEE THIS POST ADVERTISED?**

Choice Magazine ☐ Local Newspaper ☐ TES ☐
CVCC Website ☐ Other Internet Site ☐ Other (please state)

For Internal Use

Job Title:	Teaching Post/ Support Staff Post	Start Date <input type="text"/> / <input type="text"/> / <input type="text"/>	Shortlisted:	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Vacancy No:			Appointed:	<input type="checkbox"/>	<input type="checkbox"/>