Note to Candidates: If you are completing this form using a Mac, make sure you use **Adobe** not **Mac Preview** (often the default). Mac Preview is **not** compatible with this form.

Oasis Community Learning – Equal Opportunities Monitoring Form

Oasis is working towards equality of opportunity for all who apply for employment with the organisation. We are actively opposed to discrimination and want to ensure our processes support recruitment of the full diversity of people. We believe that monitoring our recruitment results will help us assess any areas requiring improvement. In order to assist us with this, we would be grateful if you would complete this form and return it with your application.

Oasis undertakes that this form will not be made available to anyone involved in the recruitment and selection of staff and will remain confidential to the Human Resources Department to be used solely for the purpose of monitoring the effectiveness of our equal opportunities policy.

Your help in this matter is entirely voluntary and will in no way affect your application.

Position Applied For:

1. **Please indicate your gender:** Please Select

2. **Please indicate your age:** Please Select

3. **Ethnic origin is not about nationality, place of birth or citizenship. It is to do with colour and broad ethnic group. UK citizens can belong to any of the groups indicated below. Would you describe yourself as:**

White:

Please Select

If other, please state

Mixed/multiple ethnic groups:

Please Select

If other, please state

Asian/Asian British:

Please Select

If other, please state

Black/African/Caribbean/Black British:

Please Select

If other, please state

Other ethnic group:

Please Select

If other, please state

4. **Do you consider yourself to have a disability within the meaning of the Equality Act 2010 (see end of this part of form for definition)?**

Yes ☐ **No** ☐

- We fully support the social model of disability and we recognise that people with different impairments or medical conditions can experience different barriers. If you have selected yes, please select the nature of your disability:

Please Select

5. **What is your Religion, even if you are not currently practising?** Please Select

If other, please state

6. **What is your sexual orientation?** Please Select

Thank you for your assistance

Disability Definition

The Equality Act 2010 states "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 carry out normal day-to-day activities."

The Act goes on to state "A person can also qualify if s/he had a disability in the past and/or if s/he was on the register of disabled persons under provisions in the Disabled Persons (Employment) Act 1944 on both 12 January 1995 and 2 December 1996".

DDA 2005.