

Equal Opportunities Monitoring Form

Walker Smith Way recognises and actively promotes the benefits of a diverse workforce and is committed to treating all employees with dignity and respect regardless of race, gender, disability, age, sexual orientation, religion or belief. We therefore welcome applications from all sections of the community. This form will be used to monitor how we compare nationally (and locally) with regard to equal opportunities. By completing and returning this form you are providing the firm with your explicit consent to this use.

Please complete this form if you are applying for a post, or have agreed to be considered for a post. Completion is voluntary. This form should be returned along with your application form; however it will be separated from the form when we receive it. It is not part of the selection process. The information you give will be retained for statistical purposes only.

1. Date of birth.....

2. Are you: Female Male

3. Please describe your ethnic origin (please tick one box only)
Ethnic origin questions are not about nationality, place of birth or citizenship. They are about colour and ethnic group. Citizens of any country may belong to any of the groups indicated.

White

British Irish

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

Black or Black British

Caribbean African

Any other black background (please specify).....

Asian or Asian British

Indian Pakistani Bangladeshi

Any other Asian background (please specify).....

Chinese or other ethnic background

Chinese

Any other (please specify).....

Mixed

White and Black Caribbean White and Black African White and Asian

Any other mixed background (please specify).....

Decline to answer

4. Nationality

UK

Other EC

Other (please specify).....

5. Disability

*Individuals who were registered under the Disabled Persons (Employment) Act 1944 on both 12 January 1995 and 2 December 1996 are treated as being disabled under the Disability Discrimination Act. The DDA states: 'a person has a disability ... if he has a **physical or mental impairment** which has a **substantial and long-term adverse effect** on his ability to carry out **normal day-to-day activities**'.*

The person must satisfy the four criteria in bold in the above statement to fall under, and therefore, be protected under the DDA.

Do you suffer from a recognised disability as outlined in the Disability Discrimination Act?

Yes

No

Decline to answer

If yes, please describe the nature of your disability.....

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Are there any special requirements you would need if you are invited to interview, or information you feel it is important for us to know to prepare for your interview?

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