

An Equal Opportunities Employer

EQUAL OPPORTUNITIES MONITORING FORM

Applicant No:

Bengali

যদি আপনার মাতৃভাষায় এই ডকুমেন্টটির একটি কপি পেতে চান অথবা যদি আপনি আমাদের সাথে যোগাযোগ করতে চান তাহলে অনুগ্রহ করে নিচের নম্বরে ফোন করুন। আমাদের টেলিফোন অনুক্রমিক আইসিএন নম্বর আপনার প্রশ্নের উত্তর দিতে পারবে।

Gujarati

જો તમારે આ દસ્તાવેજની નકલ તમારી પહેલી ભાષામાં જોઈતી હોય, અથવા જો તમારે અમારો સંપર્ક સાધવો હોય, તો નીચે આપેલ નંબર ઉપર કોલ કરો. અમારી પાસે અનુવાદકો છે, જે તમારા પ્રશ્નોના જવાબ ફોન ઉપર આપી શકે છે.

Albanian

Nëse dëshironi një kopje të këtij dokumenti në gjuhën tuaj ose nëse dëshironi të na kontaktoni, ju lutemi telefononi në numrin e mëposhtëm. Ne kemi përkthyes nëpërmjet telefonit të cilët mund t'iu përgjigjen pyetjeve tuaja.

Cantonese

如果你想要一份以你的第一語言來印制的文件，請撥打以下號碼與我們聯絡。我們有翻譯人員透過電話來解答你的提問。

French

Si vous souhaitez obtenir une copie de ce document dans votre langue maternelle ou si vous souhaitez nous contacter, veuillez téléphoner au numéro indiqué ci-dessous. Nous avons des traducteurs qui peuvent répondre au téléphone à vos questions.



0800 833 160

If you would like a copy of this document in large print, on audio tape or CD, in Braille or on CD rom, please phone us on the number above.

Society is made up of different groups and individuals of different backgrounds, abilities and interests. Recognising diversity is the first step in delivering services that are accessible and appropriate for everyone on an equal basis.

South Essex Homes aims to give all groups and individuals a chance to learn, work and live free from discrimination, fear of harassment, victimisation and violence. We believe that everyone should have the opportunity to participate in work and social activities and to have access to the services they need.

This does not, however, mean treating everyone the same, as different groups and individuals have differing needs. Looking at diversity helps to identify barriers that make it more difficult for certain groups to be heard, gain employment, promotion and get access to services. South Essex Homes promotes positive action.

It is important for South Essex Homes to address equality and diversity issues and to comply with current legislation and good practice. We recognise the need to build good links with communities in the local area and to respond in a flexible and sensitive way to local needs and issues. Therefore, by appreciating diversity and implementing equality policies, we aim to eliminate barriers to equal treatment for groups.

We strive to create an environment where people from different backgrounds work together harmoniously.

CONFIDENTIALITY

The information that you provide will be treated in the utmost confidence and used for statistical purposes and kept in accordance with the Data Protection Act 1998.

The information provided will become part of your personal record as an employee of South Essex Homes and will be entered on South Essex Homes secure personnel database. This information will help monitor the effectiveness of South Essex Homes' Equal Opportunities Policy and will be reported to authorised agencies such as the Office of National Statistics, but only in the form of overall statistics and will not contain information that can be traced to named individuals.

SECTION 1 - HOW DID YOU BECOME AWARE OF THIS VACANCY?

It would be helpful to us if you could indicate how you became aware of this vacancy by ticking the appropriate box.

- | | |
|--|---|
| <input type="checkbox"/> Internal Vacancy | <input type="checkbox"/> South Essex Homes Internet |
| <input type="checkbox"/> Specialist/Trade Magazine | <input type="checkbox"/> Job Centre |
| <input type="checkbox"/> Local/Free Newspaper | <input type="checkbox"/> Other (please specify) |
| <input type="checkbox"/> National Press | |

SECTION 2 - EQUAL OPPORTUNITIES MONITORING FORM

Post Applied For	
Preferred Title	
First Name(s)	Last Name
Date Of Birth	

SECTION 3 - GENDER IDENTITY *(please tick box)*

Male

Female

Prefer not to say

Is your gender identity the same as the gender you were assigned at birth? Yes No

Do you live and work full time in the gender role opposite to that assigned at birth? Yes No

SECTION 4 - DISABILITY DISCRIMINATION ACT (1995)

Under the Disability Discrimination Act (DDA) 1995 a person is considered to have a disability if he/she has a physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day to day activities. Since 2005, people with HIV, cancer and multiple sclerosis (MS) are covered by the DDA.

Do you have a long-standing illness or disability? Yes No

Does the illness or disability limit your activities in any way? Yes No

If yes, please detail below:

Hearing impairment		<input type="checkbox"/>
Visual impairment	Not corrected by spectacle or contact lenses	<input type="checkbox"/>
Speech impairment		<input type="checkbox"/>
Mobility impairment		<input type="checkbox"/>
Physical co-ordination difficulties	Includes, for example, problems of manual dexterity and of muscular control, eg incontinence, epilepsy	<input type="checkbox"/>
Reduced physical capacity	Includes debilitating pain & lack of strength, breath, energy / stamina eg from asthma, angina, diabetes	<input type="checkbox"/>
Severe disfigurement		<input type="checkbox"/>
Learning difficulties / mental impairment	Includes the mental inability to perceive the risk of physical danger	<input type="checkbox"/>
Mental illness	Substantial and long lasting, eg more than a year. Could include clinical depression	<input type="checkbox"/>
Other (Please specify)		<input type="checkbox"/>

SECTION 5 - ETHNICITY *(Please tick one box only)*

A White

British English Scottish Welsh Other, please write in

Irish

Any other White background, please write in

B Mixed

White and Black Caribbean

White and Black African

White and Asian

Any other Mixed background, please write in

C Asian, Asian British, Asian English, Asian Scottish, or Asian Welsh

Indian

Pakistani

Bangladeshi

Any other Asian background, please write in

D Black, Black British, Black English, Black Scottish, Black Welsh

Caribbean

African

Any other Black background, please write in

E Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh, or Other Ethnic Group

Chinese

Any other background, please write in

SECTION 6 - HOW WOULD YOU DEFINE YOUR SEXUAL ORIENTATION?

Bi-sexual

Heterosexual

Prefer not to say

Gay

Lesbian

Other

SECTION 7 - HOW WOULD YOU DEFINE YOUR RELIGIOUS ORIENTATION?

Christian

Muslim

Jewish

Prefer not to say

Other religion

Buddhist

Hindu

Sikh

No religion

Thank you for completing this form. Please return in the envelope provided.

Do not enclose with your application form.