

Davenant Foundation School

Recruitment monitoring information

Davenant Foundation School is committed to ensuring that applicants are selected on the basis of their abilities relevant to the job. Completion of this section will help us to ensure that our policies and procedures are effective in avoiding discrimination and promoting equal opportunities in recruitment. The information you provide will be used for monitoring and statistical data purposes only and will not be seen by the short-listing panel. This section will be detached from the application form prior to short-listing.

Post applied for:

Name Surname

Date of birth

The categories below are in line with the 2001 census.

<p>A. Ethnic origin</p> <p><i>I would describe my ethnic origin as:</i></p> <p>1. White</p> <p>British <input type="checkbox"/></p> <p>Irish <input type="checkbox"/></p> <p>Any other White background <input type="checkbox"/></p> <p>Please specify</p> <p>2. Black or Black British</p> <p>African <input type="checkbox"/></p> <p>Caribbean <input type="checkbox"/></p> <p>Any other Black background <input type="checkbox"/></p> <p>Please specify</p> <p>3. Mixed</p> <p>White and Asian <input type="checkbox"/></p> <p>White and Black African <input type="checkbox"/></p> <p>White and Black Caribbean <input type="checkbox"/></p> <p>Any other Mixed background <input type="checkbox"/></p> <p>Please specify</p>	<p>4. Asian or Asian British</p> <p>Bangladeshi <input type="checkbox"/></p> <p>Indian <input type="checkbox"/></p> <p>Pakistani <input type="checkbox"/></p> <p>Any other Asian background <input type="checkbox"/></p> <p>Please specify</p> <p>5. Chinese</p> <p>Chinese <input type="checkbox"/></p> <p>6. Other ethnic group</p> <p>Other ethnic group <input type="checkbox"/></p> <p>Please specify</p> <p>B. Gender</p> <p>Female <input type="checkbox"/></p> <p>Male <input type="checkbox"/></p> <p>C. Marital Status</p> <p>Married <input type="checkbox"/></p> <p>Not Married <input type="checkbox"/></p>
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Disability Discrimination Act 1995 (updated December 2005)

Before ticking the appropriate box below please first read the definition of disability.

Definition of Disability

The definition of disability, as outlined in the Disability Discrimination Act 1995 is as follows:

“A physical or mental impairment which has a substantial and long term adverse effect on a person’s ability to carry out normal day-to-day activities.”

To be protected under the Act,

- an individual must have an *impairment* which can be physical or mental
- it has to be *substantial*, that is something more than minor or trivial
- it needs to be *long term*, i.e. the impairment has lasted or is likely to last in total for at least twelve months or is likely to last for the rest of the life of the person affected.

and

- it must *affect their day to day activities on a regular basis*.

The effect an impairment may have on day to day activities is defined in the Act as falling within the following categories:

- | | | |
|-------------------------------------------|--------------------------------------------------------------|---------------------------------------------------------|
| • Mobility | • Manual dexterity | • Diabetes |
| • Physical co-ordination | • Epilepsy | • HIV |
| • Continence | • Mental health condition | • Speech, hearing or sight impairments |
| • Cancer (or have had cancer in the past) | • Ability to lift, carry or otherwise move everyday objects. | • Memory or ability to concentrate, learn or understand |

or

- perception of the risk of physical danger

<p>I do consider myself to have a disability as Defined by the Disability Discrimination Act 1995 (as detailed above) <input type="checkbox"/></p>	<p>I do not consider myself to have a disability as Defined by the Disability Discrimination Act 1995 (as detailed above) <input type="checkbox"/></p>
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Data Protection Act

I hereby give my consent for the Recruitment Monitoring Information provided on this form to be held on computer or other relevant filing systems and to be shared with other accredited organisations or agencies in accordance with the Data Protection Act 1998.

Signed

Date.....

Please return this form with your Application Form