

Equal Opportunities Monitoring Form

Focus Birmingham is committed to the elimination of all forms of unjustifiable discrimination. Focus Birmingham will actively pursue equality of opportunity for all by seeking to ensure that all prospective and existing employees are treated fairly. Personal circumstances and characteristics will only be taken into account when they can be justified as being essential to employment (as in genuine occupational qualifications). To enable Focus Birmingham to constantly monitor itself to ensure this commitment is fulfilled, we would ask all applicants to complete the questions detailed below.

This information will be treated as completely confidential and will be used for monitoring purposes only. This information will be detached from the application form on receipt and will not be considered during the selection process.

Please tick as appropriate:

- 1) Which one of the following do you consider to be your ethnic origin?
(tick one box only, see below for explanatory notes)

British white		Irish white	
Other white		Black (Caribbean)	
Black (African)		Other black	
Mixed white and black African		Mixed white and Asian	
Mixed white & black Caribbean		Other mixed	
Asian (Indian)		Asian (Pakistani)	
Asian (Bangladeshi)		Other Asian	
Chinese			
Other ethnic group (please describe)			

- 2) Are you Male Female

- 3) Do you have a disability? Yes No

For the purposes of this form, a disability is defined as any physical or mental impairment that has a substantial and long-term (over 12 months) adverse effect on your ability to carry out normal day-to-day activities.

- 4) Please tick the age band currently applicable to you:

Up to 19 20 – 29 30 – 39 40 – 49 50 – 65 Over 65

Monitoring form explanatory notes: The ethnic groups set out above are those recommended by the Commission for Racial Equality and were used in the 2001 census. Ethnic origin questions are not about nationality, place of birth or citizenship; they are about colour and broad ethnic group. UK citizens can belong to any of the groups indicated. If you are descended from more than one ethnic group, please tick the group to which you consider you belong – or tick the ‘other ethnic group’ box and give details in the space provided above.

Supporting people with visual impairments and other disabilities, together with their carers, to live fulfilling and independent lives by providing services that reflect their wants and needs.

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