

EQUALITIES and DIVERSITY MONITORING INFORMATION

DFK recognises the benefits of having a diverse workforce and therefore welcome applications from all sections of the community. We want to meet the aims and commitments set out in our equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of our workforce as part of our commitment to equality and diversity.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary. We ask for your support by answering the series of questions below in order to ascertain who is applying for each position and to ensure that no one is being unfairly discriminated against or disadvantaged.

IMPORTANT: We ask you to email back this section *of the application form to a different address from your actual application form so you can be assured it will not be used as part of the selection process nor will it be seen by anybody who is shortlisting or who will be interviewing you. The information collected is only used for monitoring purposes in an anonymised format to assist the organisation in analysing the profile and make up of individuals who apply, are shortlisted for and appointed to each vacancy.* In this way, DFK can continually check that we are complying with the Equality Act 2010. **Please send this form back to Hannah Lindsey Julie@dementiafriendlykeighley.org.uk**

Equality Act 2010 The Equality Act 2010 protects people against discrimination on the grounds of their age and sex.

Please state your date of birth	
Please indicate your gender (put x against the relevant description or add your own definition if you prefer)	Male Female I do not wish to disclose this I describe my gender as.....

Equality Act 2010 The Equality Act 2010 protects people who are married or in a civil partnership.

Please indicate the option which best describes your marital status (put x against the relevant description or add your own definition if you prefer)	<table border="0"> <tr> <td>Married</td> <td>Single</td> <td>Civil Partnership</td> </tr> <tr> <td>Legally separated</td> <td>Divorced</td> <td>Widowed</td> </tr> <tr> <td colspan="3">I do not wish to disclose this</td> </tr> <tr> <td colspan="3">I define as</td> </tr> </table>	Married	Single	Civil Partnership	Legally separated	Divorced	Widowed	I do not wish to disclose this			I define as		
Married	Single	Civil Partnership											
Legally separated	Divorced	Widowed											
I do not wish to disclose this													
I define as													

Equality Act 2010 The Equality Act 2010 protects people against discrimination on the grounds of their race which includes colour, nationality, ethnic or national origin.

<p>Please indicate your ethnic origin (put an x against the definition you personally relate toor add your own definition if none of these are appropriate/relevant)</p>		
<p>Asian or Asian British</p> <p>Bangladeshi</p> <p>Indian</p> <p>Pakistani</p> <p>Any other Asian background</p>	<p>Mixed</p> <p>White & Asian</p> <p>White & Black African</p> <p>White & Black Caribbean</p> <p>Any other mixed background</p>	<p>Other Ethnic Group</p> <p>Chinese</p> <p>Any other ethnic group</p> <p>I do not wish to disclose this</p> <p>I define as</p>
<p>Black or Black British</p> <p>African</p> <p>Caribbean</p> <p>Any other Black background</p>	<p>White</p> <p>British</p> <p>Irish</p> <p>Any other White background</p>	

Equality Act 2010 The Equality Act 2010 protects bisexual, gay, heterosexual and lesbian people from discrimination on the grounds of their sexual orientation.

<p>Please indicate the option which best describes your sexual orientation (put x against the relevant descriptionor add your own definition if none of these are appropriate/relevant)</p>	<p>Lesbian</p> <p>Gay</p> <p>Bisexual</p> <p>Heterosexual</p> <p>I do not wish to disclose this</p> <p>I define as</p>
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Equality Act 2010 The Equality Act 2010 protects people against discrimination on the grounds of their religion or belief, including a lack of any belief.

<p>Please indicate your religion or belief (put x against the relevant description ...or add your own definition if none of these are appropriate/relevant)</p>	<p>Atheism</p> <p>Buddhism</p> <p>Christianity</p> <p>Hinduism</p> <p>Islam</p> <p>Jainism</p> <p>Judaism</p> <p>Sikhism</p> <p>I define as.....</p> <p>I do not wish to disclose this</p>
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Equality Act 2010

The Equality Act 2010 protects disabled people - including those with long term health conditions, learning disabilities and so called "hidden" disabilities such as dyslexia. If you tell us that you have a disability, we can make reasonable adjustments to ensure that any selection processes - including the interview - are fair and equitable.

Do you consider yourself to have a disability?	Yes No I do not wish to disclose this
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Please state the type of disability/impairment which applies to you. People may experience more than one type of disability impairment, in which case you may indicate more than one. (put x against the relevant description ...or add your own definition if none of these are appropriate/relevant)	. Physical impairment Learning Disability/Difficulty Sensory impairment Long-standing illness Mental health condition I define my disability/impairment as..... I do not wish to disclose this
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Please return this form to: **Hannah Lindsey** julie@dementiafriendlykeighley.org.uk

If you are unable to complete this form and return it electronically please print and post back by the closing date to Dementia Friendly Keighley, Airedale Shopping Centre, 48 Towngate, Keighley BD21 3QE. Please send in a separate envelope to your main application form, or if sending both together, put it in a separate sealed envelope marked 'Confidential' within the envelope containing your application form.

CLOSING DATE: 9am Monday 21st September 2020