

**OXFORD DIOCESAN SYNOD 2018**

Equal opportunities monitoring form

**CONFIDENTIAL**

The Oxford Diocesan Board of Finance is committed to the promotion of equal opportunities for all. We are committed to treating everyone with dignity and respect regardless of race, gender, disability, age, sexual orientation, religion or belief. We therefore monitor recruitment procedures for employees and membership of Committees and Boards to check that our policies are working and to indicate any actions needed.

To enable us to this, please complete the form below. The information will be treated confidentially and will only be used for this purpose.

*Please tick the boxes which describe you most closely:*

1. **What is your ethnic group?**

**A White**

English/ Welsh/ Scottish/ Northern Irish/ British 🞏

Irish 🞏

Any other White background 🞏 (please give details) \_\_\_\_\_

**B Mixed/ multiple ethnic groups**

White and Black Caribbean 🞏

White and Black African 🞏

White and Asian 🞏

Any other Mixed/ multiple ethnic background 🞏 (please give details) \_\_\_\_\_

**C. Asian or Asian British**

Indian 🞏

Pakistani 🞏

Bangladeshi 🞏

Chinese 🞏

Any other Asian background 🞏 (please give details)\_\_\_\_\_

**D. Black/ African/ Caribbean/ Black British**

African 🞏

Caribbean 🞏

Any other Black/ African/ Caribbean background 🞏 (please give details) \_\_\_\_\_

**E. Other ethnic group**

Arab 🞏

Any other ethnic group 🞏 (please give details) \_\_\_\_\_

**F. I do not wish to provide this information** 🞏

**2. Gender**

Male 🞏

Female 🞏

I do not wish to supply this information 🞏

**3. Age Group**

16 – 25 🞏 26 – 35 🞏

36 – 45 🞏 46 – 55 🞏

56 – 65 🞏 66 – 70 🞏

71+ 🞏

I do not wish to supply this information 🞏

**4. Disability**

Do you consider yourself to have a disability within the meaning of the Disability Discrimination Act 1995 (see end of this part of form for definition)?

Yes 🞏

No 🞏

I do not wish to supply this information 🞏

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| **DISABILITY DEFINITION**  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 1995 (DDA).  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. This definition is subject to amendments made by the DDA 2005. |

**Please return the form in the envelope provided, to the ODBF HR Adviser who will process the information confidentially**

Thank you for assisting in the promotion of equal opportunities for all

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| **UNIQUE IDENTIFICATION NUMBER:**  **(Please leave blank)** |

Rosemary Pearce

Diocesan Secretary