BLOSSOMS CARE SERVICES

**Phone 0800 917 7045**

Confidential Equalities Monitoring Form

Blossoms is committed to having a workforce that reflects the diverse make-up of the community of Kent. To help us monitor and achieve this objective, job applicants and through periodic requests, current staff, are asked to provide specific information so that we have an accurate picture of our workforce and can check that our employment practices do not unlawfully discriminate. The information you give is confidentially managed and does not affect your job application. The Monitoring Form is removed prior to short listing and is not seen by recruiting managers. It will greatly assist us if you provide as much information as possible, but you are not obligated to do so.

**ETHNIC ORIGIN - Please tick one box only, indicating the category that best describes your ethnic origin.**

|  |  |  |  |
| --- | --- | --- | --- |
| **WHITE** |  | **MIXED** |  |
| British |  | White and Black Caribbean |  |
| Irish |  | White and Black African |  |
| Any other White background (please specify) |  | White and Asian |  |
|  |  | Any other Mixed background (please specify) |  |
| **ASIAN OR ASIAN BRITISH** |  | **BLACK OR BLACK BRITISH** |  |
| Indian |  | Caribbean |  |
| Pakistani |  | African |  |
| Bangladeshi |  | Any other Black background (please specify) |  |
| Any other Asian background (please specify) |  |  |  |
| **CHINESE** |  | **ANY OTHER ETHNIC GROUP** |  |
| Chinese |  | Any other Ethnic group (please specify) |  |
|  |  |  |  |
| **AGE RANGE** |  | **SEX** |  |
| Up to 21 |  | Male |  |
| 21 - 25 |  | Female |  |
| 26 - 35 |  |  |  |
| 36 - 45 |  |  |  |
| 46 - 55 |  |  |  |
| 56 - 65 |  |  |  |
| Over 65 |  |  |  |

Applications from disabled people are welcomed and disabled applicants who meet the minimum criteria are guaranteed an interview. We want to ensure that disabled people are considered on an equal basis by providing appropriate access and equipment. To help us do this, please answer the following questions:

|  |  |  |  |
| --- | --- | --- | --- |
| **DISABILITY**  Do you consider yourself to be disabled? |  | If yes, do you consider yourself to be disabled under the terms of the Disability Discrimination Act? |  |
| No |  | Yes |  |
| Yes |  | No |  |

|  |
| --- |
| The Disability Discrimination Act 2005 defines disability as “a physical or mental impairment which has a substantial and long-term adverse affect on an individual’s ability to carry out normal day-today activities.” Is there anything you would like us to know about your disability to assist you in the recruitment process? |
|  |

If you are invited to interview, do you need any of the following (please tick)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Assistance in and out of vehicle |  | | Accessible car parking | |  |
| Wheelchair access |  | | Accessible toilet | |  |
| Someone with you at interview |  | | Other assistance (please specify) | |  |
| **WHAT IS YOUR RELIGION/BELIEF?** | |  |  |  | |
| Buddhist | |  | Muslim |  | |
| Christian | |  | Sikh |  | |
| Hindu | |  | Other religion or belief |  | |
| Jewish | |  | None |  | |