



Equal Opportunities Monitoring Form

The Mendip Hills AONB Unit supports the principal of equal opportunities for all. The aim of this policy is to ensure that you and prospective volunteers are not discriminated against or disadvantaged by role requirements that are not relevant. In order to make sure our policy is working in practice, we ask for your cooperation in completing and returning this form with your details/application form. The information you supply is held in strictest confidence.

Female / Male

Date of Birth.....

Ethnic Origin

I would describe my ethnic origin as:

(please tick one box only, please see note overleaf overleaf)

WHITE	British <input type="checkbox"/>	Irish <input type="checkbox"/>	Other White <input type="checkbox"/>	
MIXED	White and Black Caribbean <input type="checkbox"/>	White and Black African <input type="checkbox"/>	White and Asian <input type="checkbox"/>	Other Mixed <input type="checkbox"/>
ASIAN or ASIAN BRITISH	Indian <input type="checkbox"/>	Pakistani <input type="checkbox"/>	Bangladeshi <input type="checkbox"/>	Other Asian <input type="checkbox"/>
BLACK or BLACK BRITISH	Caribbean <input type="checkbox"/>	African <input type="checkbox"/>	Other Black <input type="checkbox"/>	
CHINESE or OTHER ETHNIC GROUP	Chinese <input type="checkbox"/>	Other ethnic group <input type="checkbox"/>		

Other ethnic group *(please supply details)*:

Do you consider yourself to have a disability?

(please see note overleaf)

Yes

No

GUIDANCE NOTES

Ethnic origin

The form lists a number of ethnic groups. You should put a tick against the one you feel you belong to. If the group you belong to is not listed, tick 'other' and provide details in the space provided

Disability

Defining a disabled person: a person has a disability if he or she has a physical or mental impairment, which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. People who have had a disability within this definition are protected from discrimination even if they have since recovered.

Impairment: this includes physical, mental and sensory impairments, such as those affecting sight or hearing. The term 'mental impairment' is intended to cover a wide range of impairments relating to mental functioning, including what are often known as learning disabilities.

Substantial adverse effect: is something which is more than a minor or trivial effect. The requirement that an effect must be substantial reflects the general understanding of disability

Long-term effect of an impairment is one:

- Which has lasted at least 12 months, or
- Where the total period for which it lasts is likely to be at least 12 months, or
- Which is likely to last for the rest of the life of the person affected.

Normal day-to-day activities: are those activities which are carried out by most people on a fairly regular and frequent basis. The term is not intended to include activities which are normal only for a particular person or group of people, such as playing a musical instrument, or a sport, to a professional standard or performing a skilled or specialised task at work.

The test of whether an impairment affects normal day-to-day activities is whether it affects one of the broad categories listed:

- Mobility
- Manual dexterity
- Physical coordination
- Continence
- Ability to lift, carry or otherwise move everyday objects
- Speech, hearing or eyesight (excluding people who wear spectacles)
- Memory or ability to concentrate, learn or understand, or

Severe disfigurement: is included, without any need to demonstrate that the impairment has a substantial adverse effect on their ability to carry out normal day-to-day activities.

Progressive illness: anyone who has HIV infection, cancer or multiple sclerosis is automatically treated as disabled under the Act.