

## EQUAL OPPORTUNITIES

Please note that if you have a disability and you require having this form, or submitting the information with regard to this form in another format, such as larger print or audio-tape, please contact us by writing, emailing or telephoning the Recruitment Team.

Macclesfield High School is working towards equality of opportunity for all who apply for employment with the organisation. We are actively opposed to discrimination and want to ensure our processes support recruitment of the full diversity of people. We believe that monitoring our recruitment results will help us assess any areas requiring improvement. In order to assist us with this, we would be grateful if you would complete this form and return it with your application.

Macclesfield High School undertakes that this form will not be made available to anyone involved in the recruitment and selection of staff and will remain confidential to the Human Resources Department to be used solely for the purpose of monitoring the effectiveness of our equal opportunities policy.

**Your help in this matter is entirely voluntary and will in no way affect your application.**

Post applied for: .....

Please indicate your gender: Male   
Female

Please indicate your age: 16 – 25  26 – 35  36 – 45   
46 - 55  56 – 65  65 +

Ethnic origin is not about nationality, place of birth or citizenship. It is to do with colour and broad ethnic group. UK citizens can belong to any of the groups indicated below.

Would you describe yourself as:

### White

British   
Irish   
Any Other White Background   
(Please state) .....

### Mixed

White & Black Caribbean   
White & Black African   
White & Asian   
Any Other Mixed Background   
(Please state) .....

### Black or Black British

Caribbean   
African   
Any Other Black Background   
(Please state) .....

### Asian or Asian British

Indian   
Pakistani   
Bangladeshi   
Any Other Asian Background   
(Please state) .....

Chinese

Any Other (Please state) .....

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

We fully support the social model of disability and we recognise that people with different impairments or medical conditions can experience different barriers. If you have selected yes, please select the nature of your disability:

Physical/sensory impairments   
Learning difficulty & specific learning difficulties   
Mental health difficulties   
Medical conditions

**Thank you for your assistance**

## 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.