# Equal Opportunity Policy

We are an equal opportunity Employer.

RSACC restricts some roles to female applicants only and they are exempt under Schedule 9, part 1 of the Equality Act 2010.

We have a policy to ensure no job applicant or employee receives less favourable treatment on the grounds of on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation or is disadvantaged by conditions or requirements that cannot be shown by us to be justifiable.

We frequently review selection criteria and procedures to ensure that individuals are selected, promoted and treated on the basis of their relevant merits.

All our employees are given equality of opportunity and are encouraged to progress within the organisation.

We are committed to an ongoing programme of action to make this policy fully effective.

To ensure this policy is fully and fairly implemented and monitored and for no other reason, would you please complete the table overleaf and return this form to us, together with your Application for Employment Form*.*

# Equal Opportunity Policy Form

(Please tick the box / enter the information to the right of your selection)

| Male |  | Female |  | Prefer not to say |  |
| --- | --- | --- | --- | --- | --- |

| A. WHITE | | | | | |
| --- | --- | --- | --- | --- | --- |
| British |  | Irish |  | Other White background  (Please specify) |  |

| B. MIXED | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| White and Black Caribbean |  | White and Black African |  | White and Asian |  | Other Mixed background (Please specify) |  |

| C. ASIAN OR ASIAN BRITISH | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Indian |  | Pakistani |  | Bangladeshi |  | Other Asian background (Please specify) |  |

| D. BLACK OR BLACK BRITISH | | | | | |
| --- | --- | --- | --- | --- | --- |
| Caribbean |  | African |  | Other Black background  (Please specify) |  |

| E. CHINESE OR OTHER ETHNIC GROUP | | | |
| --- | --- | --- | --- |
| Chinese |  | Other  (Please specify) |  |

| F. ARAB OR MIDDLE EASTERN DESCENT | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Arab |  | North African |  | Iraqi |  | Kurdish |  |
| Other Middle Eastern background (Please specify) | | |  | | | | |

Under the Equality Act 2010 a person is considered to have a disability if they have a physical or mental impairment which has a substantial and long term effect on their ability to carry out normal day-to-day activities. Based on this definition, do you consider yourself to be disabled?

| DISABILITY | | | |
| --- | --- | --- | --- |
| Disabled |  | Not disabled |  |
| Prefer not to say |  |  | |

Signed ...........................................………………..

Print name ...........................................…..……………

Date ........………………………………………….

When completed, please return this form to us, together with your Application for Employment Form.