



EQUAL OPPORTUNITIES MONITORING FORM

Baxters Food Group prides itself on being an equal opportunities employer. To help us implement our policy, we ask that you provide us with specific equal opportunities data on this form that will then be removed from your application before decisions about short-listing are made, thus ensuring that decisions are based on merit and on selection criteria relevant to the post. Relevant information will only be passed on to the interview panel if it relates to any special need you have which must be taken into account to enable you to attend any interview. Otherwise, any information given will be treated in the strictest of confidence and will only be used for statistical monitoring purposes.

The completion of this form is *voluntary* but we do appreciate when candidates take the time and trouble to do so because the information it contains helps us to monitor and improve our equal opportunities policies and procedures.

APPLICATION DETAILS	
POSITION APPLIED FOR:	DEPARTMENT
WHERE DID YOU SEE THE POSITION ADVERTISED?	

PERSONAL DETAILS				
TITLE:	FORENAME(S):	SURNAME:		
*GENDER (M/F):	DATE OF BIRTH:	AGE:		

*If you are currently undergoing the process of gender reassignment, please indicate your future gender.

ETHNICITY																																												
Which category best describes the ethnic group to which you belong: Please tick (✓) one only																																												
<table border="1"> <thead> <tr> <th>A:</th> <th>White</th> <th></th> </tr> </thead> <tbody> <tr> <td>A1:</td> <td>British</td> <td></td> </tr> <tr> <td>A2:</td> <td>Irish</td> <td></td> </tr> <tr> <td>A3:</td> <td>Other White background</td> <td></td> </tr> </tbody> </table>	A:	White		A1:	British		A2:	Irish		A3:	Other White background		<table border="1"> <thead> <tr> <th>B:</th> <th>Mixed</th> <th></th> </tr> </thead> <tbody> <tr> <td>B1:</td> <td>White & Black Caribbean</td> <td></td> </tr> <tr> <td>B2:</td> <td>White & Black African</td> <td></td> </tr> <tr> <td>B3:</td> <td>White & Asian</td> <td></td> </tr> <tr> <td>B4:</td> <td>Other Mixed background</td> <td></td> </tr> </tbody> </table>	B:	Mixed		B1:	White & Black Caribbean		B2:	White & Black African		B3:	White & Asian		B4:	Other Mixed background		<table border="1"> <thead> <tr> <th>C:</th> <th>Asian or Asian British</th> <th></th> </tr> </thead> <tbody> <tr> <td>C1:</td> <td>Indian</td> <td></td> </tr> <tr> <td>C2:</td> <td>Pakistani</td> <td></td> </tr> <tr> <td>C3:</td> <td>Bangladeshi</td> <td></td> </tr> <tr> <td>C4:</td> <td>Other Asian background</td> <td></td> </tr> </tbody> </table>	C:	Asian or Asian British		C1:	Indian		C2:	Pakistani		C3:	Bangladeshi		C4:	Other Asian background	
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RELIGION	
To which religion/belief group do you belong: Please tick (✓) one only	
None <input type="checkbox"/>	Hindu <input type="checkbox"/> Buddhist <input type="checkbox"/> Sikh <input type="checkbox"/> Muslim <input type="checkbox"/> Jewish <input type="checkbox"/> Christian <input type="checkbox"/>
Other (Please Specify) _____	

STRICTLY CONFIDENTIAL

SEXUAL ORIENTATION

Which category most accurately describes your sexuality: Please tick (✓) **one** only

Heterosexual Bisexual Gay Man or Lesbian Transgender Prefer not to say

DISABILITY

These notes, based on the following definition, should assist you in deciding whether or not you would consider yourself to have a disability.

Definition: The Disability Discrimination Act (DDA) defines that a person has a disability if he/she has a physical or mental impairment, which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

The effect must be substantial (that is more than minor or trivial), adverse and long term. Long-term is defined as a condition that has lasted, or is likely to last, for 12 months or more or for the rest of the person's life.

Included within the definition of disability are the following:

- **Physical or mental impairments** affecting including mobility, manual dexterity, physical coordination, continence, ability to lift or otherwise move everyday objects, speech, hearing, eyesight, memory or ability to concentrate, learn or understand, and perception of the risk of physical danger.
- **Severe disfigurement**, including scars, birthmarks, limb or postural deformation or diseases of the skin. Tattoos (which have not been removed) and piercing of the body for decorative purposes are not considered as a severe disfigurement.

People with HIV, cancer and multiple sclerosis (MS) will be deemed to be covered by the DDA effectively at the point of diagnosis.

Do you consider yourself to have a disability? Please tick (✓) **one** only

Yes No Prefer not to say Used to have a disability but have now recovered

If yes, please give brief details of your condition: _____

Please state which aids or modifications might assist you to carry out the duties of this post and what assistance, if any, you may require if selected for interview:

Your Employment: _____

Your Interview: _____

WORKING IN THE UK

You will be asked to provide evidence of your ability to work in the UK in line with current law. Failure to provide this will mean that you will not be able to start working for us.

DECLARATION

For the purposes of compliance with the Data Protection Act 1998, I understand that this information may be stored and processed as part of Baxters Food Group monitoring of equal opportunities and I give my consent for my details to be used for this purpose.

SIGNATURE _____ **DATE** _____