Equal Opportunities Form

As the UK’s first Secure School, Oasis Restore which is part of the wider Oasis Charitable Trust, seeks to revolutionise the justice system by putting in place a vision focused on restoration rather than retribution and creating a safe environment with a holistic approach to education, care and health where everyone is included (regardless of their beliefs or background), makes a contribution and can reach their God-given potential.

At Oasis Restore we recognise that our team is strengthened by the knowledge, experience, and insights people from a wide range of backgrounds can bring. These beliefs and values are underpinned by decades of work and experience that Oasis has had in a wide range of sectors including education, housing and youth-work supported further by a wide range of independent research and studies elsewhere which evidence that creating teams with diverse experience and perspectives, and encouraging healthy debate, reduces the risk of ‘blind spots’ that often form barriers to success.

To achieve this successfully it is crucial to enable a climate of trust where people feel confident sharing and debating different approaches. Trust can be created by being open and transparent, seeking and listening to feedback, giving people equal opportunities to contribute, following through on commitments, and encouraging the whole team to do the same. That is why we expect all applicants, leaders, staff, and volunteers to show a demonstrable commitment to equality, diversity and inclusion and we encourage applicants from under-represented groups to apply for our roles.

We believe that monitoring our recruitment results will help us assess any areas requiring improvement. To assist us with this, we would be grateful if you would complete this form and return it along with your Oasis Restore Application form.

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

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| **Position applied for** |  |

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| **Please indicate your gender (circle answer)** | | | | |
| Male | Female | Transgender | Non-Binary | Prefer Not Say |
| Other (Please Specify) | |  | | |

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| --- | --- | --- |
| **Is the gender you identify with the same as your gender registered at birth (circle answer)** | | |
| Yes | No | Prefer Not Say |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Please indicate your age group (circle answer)** | | | | | | | | | | | |
| 18 – 20 | 21 – 25 | 26 – 30 | 31 - 35 | 36 - 40 | 41 - 45 | 46 - 50 | 51 - 55 | 56 - 60 | 61 - 65 | 66 or over | Prefer Not  Say |

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| --- | --- | --- | --- | --- | --- |
| **Your marital status (circle answer)** | | | | | |
| Married / Civil Partnership | Single | Widowed | Divorced | Separated | Prefer Not Say |
| Other (Please specify) | | |  | | |

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| **Do you have any caring responsibilities? If yes, please tick all that apply TICK** | |
| None |  |
| Primary carer of child / children (under 18) |  |
| Primary carer of disabled child / children |  |
| Primary carer of disabled adult (18 & over) |  |
| Primary carer of older person |  |
| Secondary carer (another person carries out the main caring role) |  |
| Prefer not say |  |

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| **What is your religion or belief (circle answer)** | | | |
| No Religion or Belief | Christian | Buddhist | Hindu |
| Jewish | Muslim | Sikh | Prefer Not Say |
| Other (Please Specify) | |  | |

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| **What ethnic group do you identify yourself with. Please tick your answer (Relates to a sense of identity / belonging on the base of race / culture. I would identify myself as:** | |
| Asian or Asian British |  |
| Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Chinese |  |
| Any other Asian background |  |
| Black, Black British, Caribbean, or African |  |
| Caribbean |  |
| African |  |
| Any other Black, Black British, or Caribbean background |  |
| Mixed or multiple ethnic groups |  |
| White British, English, Welsh, Scottish, Northern Irish |  |
| White Irish |  |
| Gypsy or Irish Traveller |  |
| Roma |  |
| Any other White background |  |
| Arab |  |
| Any other ethnic group (Please specify): |  |
| Prefer not say |  |

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| **Do you consider yourself to have a disability within the meaning of the Equality Act 2010 (see end of this part of form for definition)?** | | |
| Disabled | Not Disabled | Choose Not To Declare |

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| --- | --- |
| **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 'disabled’, please select the nature of your disability. This information will allow us to plan reasonable adjustments for the future. (Please tick your answer)** | |
| Physical Impairment or Mobility Issues |  |
| A Sensory Impairment |  |
| Learning Difficulty & Specific Learning Difficulties |  |
| Mental Health Condition |  |
| A Long-Standing Illness or Health Conditions |  |

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| **Other – Please explain** |  |

If ‘disabled’ or if you need reasonable adjustments at interview stage i.e., ground floor venue. Please indicate below. A member from the People Service team will get in touch to discuss this further.

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| **Adjustment Required** |  |

The Equality Act 2010 states “A person has a disability if they have a physical or mental impairment, that has a ‘substantial’ and ‘long-term’ negative effect on their ability to carry out normal day-to-day activities.”

* ‘Substantial’ is more than minor or trivial, e.g., it takes much longer than it usually would to complete a daily task like getting dressed.
* ‘Long-term’ means 12 months or more, e.g., a breathing condition that develops as a result of a lung infection.

The Act goes on to state “A person can also qualify if s/he had a disability in the past and/or if s/he was on the register of disabled persons under provisions in the Disabled Persons (Employment) Act 1944 on both 12 January 1995 and 2 December 1996”.

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| **Data protection statement**  We treat personal data collected for reviewing equality of opportunity in recruitment, selection and, if relevant, employment within our organisation in accordance with our [data protection policy](https://www.xperthr.co.uk/policies-and-documents/data-protection-policy/162690/) / [policy on processing special categories of personal data](https://www.xperthr.co.uk/policies-and-documents/processing-special-category-personal-data-and-criminal-records-data-policy/163520/). Information about how your data is used and the basis for processing is provided in our [job applicant privacy notice](https://www.xperthr.co.uk/policies-and-documents/job-applicant-privacy-notice/162692/).  **Applicants consent**  By signing below, I give my consent to Oasis Restore processing the data supplied in this form for the purpose of equal opportunities monitoring in recruitment and selection, and if relevant, employment within the organisation. I acknowledge that my application will be treated the same whether or not I complete this form. I understand that I may withdraw my consent to the processing of this data at any time by notifying **a member of the People Services team.** | | | |
| **Applicant’s Signature:** |  | **Date:** |  |

***Thank you for your assistance, please email this form to*** [***recruitment@oasisrestore.org***](mailto:recruitment@oasisrestore.org)