

Equal Opportunities Monitoring Form

BCSW aims for equality of opportunity in recruitment.

In the interests of monitoring our recruitment procedures, **we would be grateful if you would return this form to us with your application form.**

The information given will not affect the selection process for the helpline volunteer training course.

Please tick as appropriate:

What age group do you belong to?

20-25

25-34

35-44

45-54

55-64

65 or over

How would you describe your sexual orientation?

heterosexual

lesbian / bisexual

other

How would you describe your ethnic origin?.....

Do you consider yourself to be disabled or to have any specific support needs?

yes

no

Where did you see the volunteering opportunity advertised?.....

Thank you completing and returning this form

Equal Opportunities Policy

We recognise that there are inequalities in our society and that many people suffer discrimination and oppression. We further recognise that discrimination occurs on many levels and in many forms.

We therefore aim to ensure that our paid workers, volunteers and users shall not be discriminated against, harassed or abused on grounds of impairment, gender, age, ethnicity, sexual identity, class, cultural/religious/political belief, employment status, mental health or unrelated criminal conviction.

This policy is based on certain principles:

1. We offer a service to women that involves disclosure of sensitive issues such as rape and sexual abuse and the service can most effectively be provided by women.
2. We seek to extend our knowledge and understanding of the concepts of discrimination and oppression.
3. We acknowledge and seek to rectify our own prejudices and assumptions concerning discrimination and inequality.
4. There is a need for regular periodic review of the policy and practices, and their effectiveness.
5. We expect all paid workers and volunteers to be familiar with the policy and to actively comply with and promote it.
6. We are concerned with recognising the importance for women to have the chance to identify and value the knowledge and experience they have.
7. In order to increase our knowledge of practical methods of applying the policy, appropriate training will be sought.