



CARENZA CARE

EQUAL OPPORTUNITIES STATEMENT

The Commission for Racial Equality (CRE) had produced a Code of Practice for the elimination of racial discrimination and the promotion of equality of opportunity in employment.

The Code states that - in many Caring Professions, employers have close contact with their staff and there will therefore be less need for formality in assessing whether equal opportunity is being achieved, for example, on such matters as arrangements for monitoring. Caring Professions should however, ensure that their practices are consistent with the Code's general intentions.

The Code recommends that employers should monitor the composition of the workforce and the easiest time to do this is at recruitment when an employee is completing an application form. They should also be asked to complete the Equal Opportunities sheet below. An employer should simply keep the form filed for a period of 6 months following their termination of employment, or in the case of unsuccessful applicants, 6 months from the date of application.

Completion of the form will also allow a balance of the workforce between the sexes under review and help avoid industrial tribunal claims on the grounds of sex discrimination. Remember you can only discriminate between sexes if you can prove that there is a "genuine occupational qualification", e.g. an attendant for a men's toilet should be male!

I would describe my ethnic origin as:- (please tick)

AFRICAN	<input type="checkbox"/>	UK EUROPEAN OR IRISH	<input type="checkbox"/>
ASIAN	<input type="checkbox"/>	OTHER EUROPEAN	<input type="checkbox"/>
CARIBBEAN	<input type="checkbox"/>	OTHER COUNTRIES	<input type="checkbox"/>

SIGNED: _____

NAME (PRINTED): _____

POSITION: _____

DATE: _____