Equal opportunities   
monitoring form

ADD International is an equal opportunities employer. In the interests of monitoring our recruitment procedures we would be grateful if you could please return this form to us. It will not take any part in the selection process.

1. Where did you see the advert for this position?

…………………………………………….…………………………………………….

1. Please tick as appropriate:

Gender: Female Male

1. What is your ethnic group? …………………………………………..

1. What age group do you belong to?

Under 25 25-35 35-50 Over 50

1. Are you a person with disability?

YES NO

Equal opportunities   
policy statement

ADD International believes that people define their status based on the Social Model of Disability, i.e. disability is the denial of equal rights and opportunities in society that a person with impairments may face.

Therefore we employ staff and selects trustees with a commitment to disabled people’s rights, with the skills, values and attitudes needed to support the achievement of our long term aims. We strive to appoint the right person for the post as is consistent with our equal opportunities policy, job description and person specifications. Developing a diverse workforce is seen as positively enhancing to our organisation.

ADD recognises that many disabled people, minority groups and women have been denied equal opportunities and often face inappropriate discrimination and barriers to their participation in society. This requires organisations to take a proactive stance in creating an environment that encourages the inclusion and development of all staff members to release their full potential. ADD aims for a working environment that is flexible and adaptable and recognises that employees may have different requirements in order to work effectively.

To assist us in realising our aims we target to employ at least 50% women and at least 50% disabled people in our work force. To achieve this we use both positive and affirmative action with regard to the recruitment and development of staff and trustees.

Disabled people are more likely to understand the issues facing disabled people’s organisations and their struggle for their rights and equal opportunities. An understanding of and commitment to disability as a human rights issue is critical for ADD staff and trustees.

We ensure that we do not discriminate inappropriately against anyone as a result of their gender, ethnicity, disability, religious beliefs, sexual preference or age and endeavor to provide a working environment that allows all staff to realise their potential. We value diversity and difference, provided this is consistent with our organisational aims and values.

We take positive steps to ensure our working environments are accessible and that our policies and practices do not inadvertently discriminate against particular groups in society. We offer flexible working conditions to suit the organisations needs and that of the individual.