**BR 23b/2023**

# CANDIDATE’S DECLARATION

**NEC BLACK REPRESENTATIVE 2023-2025**

1. I confirm that I am willing to stand in an election for the **position** of:

* **NEC Black Representative**

**Candidate’s Name:**

**Nominating Branch:**

1. **Election statement** – Use separate sheet(s) if necessary.

In the event of an election this statement will be published.

Please keep formatting to a minimum.

**Section (a) – *Factual statement******only****, covering career details, Napo/staff associations/other union roles and posts held. If any information provided in this section is deemed to include aims and views - as covered by Section (b) - it will be subject to editing without consultation.*

**Section (b)**

*Aims and views that the candidate wishes to communicate, addressing Napo’s objects as far as possible.* ***If this section of the statement exceeds the permitted length of 250 words it will be edited without consultation.***

1. I have completed and enclose Napo’s Monitoring form(check box)
2. I confirm that all the information provided in this form is accurate and true.

Candidate’s Signature / Date:

**To arrive at Napo head office no later than 12 noon on *FRIDAY 24 NOVEMBER***

Email to Ian Lawrence at [ilawrence@napo.org.uk](mailto:ilawrence@napo.org.uk)

**Napo monitoring form**

Napo is committed to taking all possible steps to strengthen participation of members. Our ability to know and use statistical data about our membership is central to this commitment. It will help us to promote the interests and concerns of all our members and to ensure that the work of Napo properly reflects the diversity of our membership.

Information collected through this exercise will be held on a confidential basis

1. **Name:**
2. **Grade: Cafcass:      Probation:**
3. **Gender:** Female Male
4. **Would you consider yourself to be covered by the gender re-assignment definition in the Equality Act 2010?**

Yes No

1. **Race and Ethnicity**

Asian: Bangladeshi Asian: Indian Asian: Pakistani Asian: British

Asian: Other

Black: African Black: Caribbean Black: British Black: Other

Chinese

White: British White: Irish White: European White: Other

Other Heritage background:

1. **Do you consider yourself to have disability as defined by the Equality Act 2010?**  (See attached) Yes No

If yes, what is the nature of your disability?      

1. **Is your sexual orientation:** Bisexual Gay

Heterosexual

Lesbian

Other:

(Please specify if you wish)

N/A

**Thank you for completing this form**

**Making Reasonable Adjustments**

**Definition of Disability**

The Equality Act 2010 says that a disabled person is one who has “…a physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day to day activities.”

**1.Physical and Mental Impairment**

Vision, mobility, speech, hearing, cosmetic disfigurement and clinically diagnosed mental illness.

**2.Substantial Adverse Effects**

More than trivial or minor, measured by:

* The time required to perform an activity
* The manner in which the activity is carried out
* The cumulative effects of the condition
* The effect of behaviour
* The effect of environment

**3.Long-term**

* A condition that lasts for 12 months or more
* A condition that is likely to last 12 months or more
* A condition that is likely to last for a lifetime
* Recurring conditions or effects that may come and go
* Form past conditions, one that lasted at least 12 months

**4.Normal Day-to-Day Activities**

Mobility, manual dexterity, physical co-ordination, continence, memory, speech, hearing, eyesight, the ability to concentrate, learn and understand, perception of risk or physical danger, the ability to lift, carry or move everyday objects.

**Making Reasonable Adjustments**

Under the Equality Act, employers may be required to make reasonable changes to both the workplace and working practices, known as reasonable adjustments to enable a disabled employee to take up a position or to remain at work.

The Equality Act lists a number of adjustments that may be reasonable for an employer to make:

* Making adjustments to premises
* Allocating some of the duties of a disabled person to another person
* Altering working hours
* Assigning a disabled person to a different place of work
* Allowing absence during working hours for rehabilitation, assessment or treatment
* Giving or arranging training
* Acquiring or modifying equipment
* Modifying instructions to reference manuals
* Modifying procedures for testing or assessment
* Providing support
* Transferring a disabled person to fill an existing vacancy
* Support – providing additional supervision or overseeing