



160 Falcon Road, London SW11 2NY
Tel: 020 7223 4887
Fax: 020 7223 3503
Web: www.napo.org.uk

Course Title: Napo LGBT Awareness Course

Date: Friday 28th June 2019

**Venue: Napo HQ, Room GN1, Ground floor, 160 Falcon Road, London
SW11 2NY**

Name:

Branch:

NPS/CRC/Family Court:

Your Branch Role: *(please put 'none' if this doesn't apply)*

Email address where training information to be sent:

Dietary requirements e.g vegetarian, vegan, allergy: *(please put 'none' if this doesn't apply)*

Accessibility requirements e.g hearing loop; stairs a problem; high-back chair required: *(please put 'none' if this doesn't apply)*

Please be aware that if you do not attend the course, the cost may be charged to your Branch.

To secure a place on the course, please complete & return this form as soon as possible to Shireena Suleman ssuleman@napo.org.uk, or print it out and post it to the address above. ***If you have any difficulty with the form please contact me by email or telephone on 0207 223 4887.***

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 CRC NPS PBNI

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

5. **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

White Gypsy/Irish Traveller Roma Community

6. **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?

7. **Is your sexual orientation:**

Bisexual	<input type="checkbox"/>
Gay	<input type="checkbox"/>
Heterosexual	<input type="checkbox"/>
Lesbian	<input type="checkbox"/>
Other:	<input type="checkbox"/>

(Please specify if you wish)

N/A

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
-