

## EQUAL OPPORTUNITIES MONITORING

The Health & Social Care (HSC) organisation is committed to equality of opportunity for all staff and job applicants. The HSC organisation selects those suitable for employment and advancement solely on the basis of merit and is also monitoring its activities to ensure that its equal opportunity policy is effectively implemented. Section 75 of the Northern Ireland Act 1998 requires us to promote equality of opportunity on the basis of all nine categories. To assist in this monitoring process it is necessary to ask you a number of questions.

(1) **Date of Birth:**

(2) **Sex:** Male  Female

(3) **Marital Status:** Single  Married/Civil Partnership  Other

(4) **Community Background:** We are required to monitor the community background of applicants and employees under the Fair Employment and Treatment (NI) Order 1998. Regardless of whether you actually practice a particular religion, most people in Northern Ireland are perceived to be members of either the Protestant or Roman Catholic communities. We therefore ask you to indicate your community background by ticking the appropriate box below. If you do not provide this information, it is required under Fair Employment Legislation that we make a determination of your perceived religious affiliation using the Residuary Method of Monitoring. **Please note that it is an offence under the Fair Employment and Treatment (NI) Order 1998 to give false information.**

a) I am a member of the Protestant community

b) I am a member of the Roman Catholic community

c) I am a member of neither the Protestant nor the Roman Catholic community

(5) **Religious Belief:** Please indicate if you practice a particular religion by ticking one box.

Buddhist  Christian  Hindu  Jewish  Muslim  Sikh   
None  Other

(6) **Ethnic Group:** To which of these ethnic groups do you consider you belong?

Bangladeshi  Black African  Black Caribbean   
Black Other  Chinese  Filipino   
Indian  Irish Traveller  Mixed Ethnic Group   
Pakistani  White  Other

(7) **Nationality:**

British  English  Filipino  Indian   
Irish  Latvian  Lithuanian  Northern Irish   
Pakistani  Polish  Portuguese  Scottish   
Welsh  Other

(8) **Do you have caring responsibilities for:** (tick each box that applies to your circumstances)

a child (or children)   
a dependent older person   
a person(s) with a disability   
none of the above

**(9) Disability:**

**The Disability Discrimination Act 1995 defines disability as a physical or mental impairment which has a substantial and long-term effect on a person's ability to carry out normal day-to-day activities.** "Normal day-to-day activities" listed in the Act are mobility; manual dexterity; physical co-ordination; continence; ability to lift, carry or otherwise move everyday objects; speech, hearing or eyesight; memory or ability to concentrate, learn or understand; or perception of the risk of physical danger.

**(If you take medication, treatment or have a prosthesis to manage your condition, would you consider that you had a disability if you were without these? If so, you should answer 'yes' below.)**

Having read this definition, do you consider yourself as having a disability?

Yes  No

**If yes, please indicate which type of impairment(s) apply to you:** (please tick all that apply to you)

- Long standing illness, such as cancer, HIV, diabetes, chronic heart disease or epilepsy
- Learning disability, such as Down's Syndrome, Dyslexia or Cognitive Impairment such as Autism
- Mental health condition, such as depression or schizophrenia
- Physical Impairment, such as difficulty using arms or, mobility requiring a wheelchair or crutches
- Sensory Impairment, such as blind/visual impairment or deaf/hearing impairment
- Other

**(10) Sexual Orientation:**

My sexual orientation is towards someone:

Of the opposite sex  Of the same sex  Of the same sex and of the opposite sex   
I do not wish to answer

**(11) Political Opinion:**

Please tick the appropriate box to indicate your political opinion.

Broadly Nationalist   
Broadly Unionist   
Other   
I do not wish to answer

**(12) Are you currently an employee of the organisation to which you are applying (excludes agency workers)?**

Yes  No

Access to this information will be strictly controlled. Monitoring will involve the use of statistical summaries of information in which the identities of individuals will not appear. Whilst the HSC organisation will treat the information given on this monitoring form as private and confidential, staff are advised that legal processes may require the HSC organisation to disclose the information given to certain statutory bodies, and, in some circumstances, open Tribunal. Employees should complete the form in the knowledge that it will be processed in line with requirements of the Data Protection Act 1998.

The information will subsequently be transferred to the monitoring system operated by the HSC organisation. There it will be strictly controlled in accordance with an agreed Code of Practice.