

## 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:** [Click here to enter a date.](#)

(2) **Sex:** Male  Female

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

(4) **Community Background:** To demonstrate our commitment to equality of opportunity in employment we need to monitor the community background of applicants and employees, as required by the Fair Employment and Treatment (NI) Order 1998. We therefore ask you to indicate your community background by ticking the appropriate box below. **Please note that it is an offence under the Fair Employment and Treatment (NI) Order 1998 to give false information to the Trust.**

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

d) We recognize that there may be occasions where religious belief differs from perceived community background. In order that our records are correct, we therefore would ask you to indicate your religious belief by ticking one box.

Muslim  Hindu  Sikh  Jewish  Buddhist

Christian  None  Other (please specify)

(5) **To which of these ethnic groups do you consider you belong:**

White  Black African  Bangladeshi

Chinese  Irish Traveller  Pakistani

Indian  Black Caribbean  Mixed Ethnic Group

Filipino  Black Other

Any Other Ethnic Group (please specify)

**Please also specify your nationality:**

(e.g. Latvian, Lithuanian, Polish, British, Scottish, Welsh, Irish, Portuguese etc.)

(6) **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

**(7) 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)

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

Mental health condition, such as depression or schizophrenia

Learning disability, such as Down's Syndrome, Dyslexia or Cognitive Impairment such as Autism

Long standing illness, such as cancer, HIV, diabetes, chronic heart disease or epilepsy

Other

**(8) 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

**(9) Political Opinion:**

Please tick the appropriate box to indicate your political opinion.

Broadly Unionist

Broadly Nationalist

Other

I do not wish to answer

**(10) 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 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.