

EQUAL OPPORTUNITIES MONITORING

PLEASE ENSURE THAT YOU DO NOT ENTER YOUR NAME OR ADDRESS ON THIS FORM

Belfast Health & Social Care Trust is committed to equality of opportunity for all staff and job applicants. The Trust selects those suitable for employment and advancement solely on the basis of merit and is also monitoring its activities to ensure that its equal opportunities 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: 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

(please complete question d below)

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	<input type="checkbox"/>	Black African	<input type="checkbox"/>	Bangladeshi	<input type="checkbox"/>
Chinese	<input type="checkbox"/>	Irish Traveller	<input type="checkbox"/>	Pakistani	<input type="checkbox"/>
Indian	<input type="checkbox"/>	Black Caribbean	<input type="checkbox"/>	Mixed Ethnic Group	<input type="checkbox"/>
Filipino	<input type="checkbox"/>	Black Other	<input type="checkbox"/>		

Any Other Ethnic Group (please specify) _____

Please 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.

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, e.g. difficulty using arms, 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, e.g. Down's Syndrome, Dyslexia, Cognitive Impairment e.g. Autism

Long standing illness, e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy

Other _____

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

(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

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

(9) Political Opinion:

Please tick the appropriate box to indicate your political opinion.

Broadly Unionist

Other

<input type="checkbox"/>
<input type="checkbox"/>

Broadly Nationalist

I do not wish to answer

<input type="checkbox"/>
<input type="checkbox"/>

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 Trust will treat the information given in this monitoring slip as confidential, staff are advised that legal processes may require the Trust to disclose the information given on this slip 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 for the Trust. There it will be strictly controlled in accordance with an agreed Code of Practice.

Please return forms to Employment Equality Team, Human Resources, 4th Floor McKinney House, Musgrave Park Hospital, Belfast BT9 7JB.