

Equal Opportunities Monitoring Form Questionnaire

Guidance notes are on the reverse of this form

NATIONAL INSURANCE NUMBER – please specify	
AGE – please enter your date of birth [dd/mm/yyyy]	
Sex – please state whether Male or Female	

COMMUNITY BACKGROUND	
I am	(please state Yes to one of the following)
A member of the Protestant Community	
A member of the Roman Catholic Community	
Not a member of either the Protestant or Roman Catholic Communities	

DISABILITY	
I have	(please state Yes to any of the following)
No disability	
A physical impairment , such as difficulty using arms, or mobility requiring a wheelchair or crutches	
A sensory impairment , such as blind/visual impairment or deaf/hearing impairment	
A mental health condition , such as depression or schizophrenia	
A learning disability , such as Down’s syndrome, dyslexia or cognitive impairment such as autism	
A long standing illness , such as cancer, HIV, diabetes, chronic heart disease or epilepsy	

MARITAL STATUS					
I am (please state Yes to one of the following)					
Single (never married)		Married (living with spouse)		Married (separated)	
Civil Partnership (same sex)		Divorced		Widowed	
Other (please state)					

DEPENDENTS/CARING RESPONSIBILITIES					
Please indicate if you have dependents or persons for whom you have caring responsibilities					
No dependents or caring responsibilities		Child or children		Disabled person(s)	
Elderly person(s)		Other (please state)			

SEXUAL ORIENTATION My sexual orientation is towards:	
Persons of a different sex to me, I am a heterosexual man or woman	
Persons of the same sex as me, I am a gay man or lesbian	
Persons of both sexes, I am a bisexual man or woman	

ADVERTISING — Please name any newspapers and/or websites where you learned of this job

DO NOT SEPARATE THIS FORM FROM THE JOB APPLICATION



Erne Integrated College

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GUIDANCE AND SUMMARY OF THE EQUAL OPPORTUNITIES POLICY

Erne Integrated College (EIC) is an Equal Opportunities Employer. It is the policy of EIC to provide equality of opportunity to all persons regardless of their religious belief, political opinion, sex, pregnancy or maternity-related issues, race, age, sexual orientation, whether they are married or in a civil partnership, whether they are disabled, or whether they have undergone, are undergoing, or intend to undergo gender reassignment.

We do not discriminate against job applicants or employees on any of the grounds listed above. We aim to select the best person for the job and all recruitment decisions will be made objectively. In this questionnaire we are asking you to provide us with some personal information about yourself. We are doing this for two reasons:

1. To demonstrate our commitment to promoting equality of opportunity in employment. The information that you provide will assist us in measuring and developing the effectiveness of our equal opportunities policy and to develop any affirmative action policies.
2. We monitor the community background and sex of our job applicants and employees in order to comply with the monitoring regulations associated with the Fair Employment and Treatment Order (NI) 1998. If you answer the questions about community background and sex you are obliged to do so truthfully, as it is a criminal offence under the Fair Employment (Monitoring) Regulations (NI) 1999 to knowingly give false answers to these questions. If you do not answer the question on community background, we are encouraged to use the residuary method of monitoring, which means that we will make a determination of your community background on the basis of the personal information supplied by you in your job application form and/or personnel file.

You are not obliged to answer the questions on this form and you will not suffer any penalty if you choose not to do so.

Access to this information will be strictly controlled and will not be available to those considering an application for employment. Monitoring will involve the use of statistical summaries of information in which the identity of individuals will not appear.

The information will only be used for monitoring the effectiveness of EIC's Equal Opportunities Policy and to comply with its obligations relating to monitoring, investigations or proceedings relating to the requirements of the Fair Employment and Treatment Order and other equality legislation that is applicable in Northern Ireland.