**To be completed by all applicants.**

**EQUAL OPPORTUNITIES MONITORING FORM**

|  |  |
| --- | --- |
| **Vacancy Ref** | **HRBNW/25** |
| **Personal Reference Number/Monitoring Ref (Invest NI Use only)** |  |

**PLEASE NOTE THIS MONITORING FORM IS REGARDED AS PART OF YOUR APPLICATION AND SHOULD BE RETURNED WITH YOUR APPLICATION FORM.**

The information you are asked to provide will be treated in strictest confidence and protected from misuse. It will be used only for the purpose of monitoring our Equality of Opportunity Statement. Please refer to the Candidate Pack for more details about how we use the information in this form.

|  |  |
| --- | --- |
| **Date of Birth (please state as dd/mm/yyyy):** |  |

|  |  |
| --- | --- |
| **Community Background** | |
| **Please indicate the community to which you belong by ticking the appropriate box:** | |
| I am a member of the Protestant community |  |
| I am a member of the Roman Catholic community |  |
| I am neither a member of the Protestant nor Roman Catholic community |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnicity** | | | |
| **What is your ethnicity?**  This may be different to your nationality, place of birth or citizenship. | | | |
| White |  | Black African |  |
| Irish Traveller |  | Black Caribbean |  |
| Pakistani |  | Black Other |  |
| Bangladeshi |  | Indian |  |
| Chinese |  | Mixed Ethnic Group |  |
| Mixed ethnic group (please state which): |  | | |
| Any other ethnic group (please state which): |  | | |

|  |  |  |
| --- | --- | --- |
| **Sex** | | |
| **Please indicate your sex by ticking the appropriate box below:** | | |
| Female | |  |
| Male | |  |
| Prefer not to say | |  |
| Prefer to self-describe, please say how: |  | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Vacancy** | | | | |
| **How you became aware of the vacancy – please tick below:** | | | | |
| Facebook |  |  | Indeed |  |
| Instagram |  |  | NIJobs |  |
| X |  |  | NIJobfinder |  |
| Linked-In |  |  | GetGotJobs |  |
| Spotify |  |  | Radio |  |
| Invest NI Website |  |  | Word of Mouth |  |
| University website – please state which |  |  | Careers Fair – please state which |  |
| Newspaper – please state which |  |  | Other – please state where |  |

**Disability**

Under the Disability Discrimination Act 1995 a person is deemed to be a disabled person if they have a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to day activities. Please note that it is the effect of the impairment without treatment which determines whether an individual meets this definition.

|  |  |
| --- | --- |
| **Do you consider that you meet this definition of disability? Please tick:** | |
| Yes |  |
| No |  |

|  |  |  |
| --- | --- | --- |
| **If you answered ‘yes’, please indicate the nature of your impairment by ticking the appropriate box or boxes below** | | |
| **Physical impairment**, such as difficulty using your arms, or mobility issues requiring you to use a wheelchair or crutches: | |  |
| **Sensory impairment**, such as being blind or having a serious visual impairment, or being deaf or having a serious hearing impairment: | |  |
| **Mental health condition**, such as depression or schizophrenia: | |  |
| **Learning disability or difficulty**, such as Down’s Syndrome or dyslexia, or Cognitive impairment, such as autistic spectrum disorder: | |  |
| **Long-standing or progressive illness or health condition**, such as cancer, HIV infection, diabetes, epilepsy or chronic heart disease: | |  |
| Other (please specify): |  | |

The Disability Discrimination Act 1995 (and any subsequent amendments), requires employers to ensure that employment practices are not discriminatory and that reasonable adjustments are made to the workplace to overcome the effects of disability. In order to help us in this process, applicants must provide the following information, but in doing so should also be aware that answering “yes” to any of the following questions does not necessarily exclude them from the competition, but may require them to provide further information.

|  |  |
| --- | --- |
| **Is there a health and safety implication for carrying out the job for which you are being considered, e.g. fits, fainting attacks, blackouts or epilepsy?** | |
| Yes – please provide details |  |
| No |  |

|  |  |
| --- | --- |
| **Are there reasonable adjustments that we could make that would enable you to enjoy equality of opportunity in getting a job/ working with us?** | |
| Yes - please provide details: |  |
| No |  |

**Please note that Invest NI may require you to undergo a medical examination to seek further information.**