**EQUAL OPPORTUNITIES MONITORING FORM**

**Reference No: AYE/YEW12HR-2/2024/3**

**Ardoyne Youth Enterprise is an Equal Opportunities Employer.** We aim to ensure equal access and equal opportunities for all, irrespective of gender, marital status, ethnic origin, religious belief, political opinion, disability, sexual orientation, age and responsibility for dependants.  **We do not discriminate against our job applicants or employees and we aim to select the best person for the job. All recruitment decisions will be made objectively.**

We monitor the community background of our job applicants and employees in order to demonstrate our commitment to promoting equality of opportunity in employment and to comply with our duties under the Fair Employment and Treatment (NI) Order 1998.

**This information will be kept on computer files for the purposes of monitoring our Equal Opportunities Policy. In all other aspects your answers will be treated in the strictest confidence and in accordance with Data Protection legislation. The form will be separated from your application form before it is seen by the selection panel.**

**1. COMMUNITY BACKGROUND:**

**Regardless of whether they actually practice a particular religion, most people in Northern Ireland are perceived to be members of either the Protestant or Catholic communities.**

**Please indicate the community to which you belong by ticking the appropriate box below:**

I am a member of the Protestant community: 

 I am a member of the Catholic community: 

 I am not a member of either the Protestant or

 Catholic communities: 

If you do not answer the above question, we will use the residuary method, which means that we can make a determination as to your community background on the basis of the personal information supplied by you in your application form/personnel file.

***Note: If you answer question 1 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 this question.***

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**In order to ensure AYE is complying with other equal opportunity legislation, we would be grateful if you could also complete questions 2 – 5.**

**2. GENDER:**

**Please indicate your gender by ticking the appropriate answer below:**

 **Male**:  **Female:**  **Other:**   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 *(you can specify but it is not compulsory)*

**3. AGE:**

**Please state your date of birth: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**4. RACE:**

The Race Relations (Northern Ireland) Order 1997 makes it unlawful to discriminate in employment on grounds of colour, race, nationality or ethnic or national origins. AYE monitors its workforce in line with recommended good practice. Please tick the appropriate option:

White British [ ]  White Irish [ ]  Irish Traveller Community [ ]

 Black African [ ]  Black Caribbean [ ]  Other Black background [ ]

Pakistani [ ]  Bangladeshi [ ]  Chinese [ ]  Indian [ ]  Other Asian background [ ]  Mixed ethnic group [ ]  White European [ ]  Other white background [ ]

Other (please specify)

**5. 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 their 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.**

**5.1 Do you consider that you are a person with a disability?**

 [ ]  Yes [ ]  No

If you answered “yes”, please indicate the nature of your impairment below:

5.2 Do you require any arrangements to assist you if called for interview/interview exercise?

 [ ]  Yes [ ]  No

If yes, please state the arrangements which will be needed for you to attend:

5.3 Do you foresee that you might require reasonable adjustments to be made if you were appointed to the post?

 [ ]  Yes [ ]  No

If yes, please detail the reasonable adjustments you might expect:

**Please note that in relation to a post where travelling is an essential job requirement, for applicants with a disability who cannot hold a Driving Licence, consideration will be given to alternative travelling proposals.**