**EQUAL OPPORTUNITIES MONITORING**

**This is an essential part of your application. Access to this information is strictly controlled and will not be available to those considering your application.**

Northern Ireland Mental Health Arts Festival (NIMHAF) is committed to ensuring that all eligible persons have equality of opportunity for employment and advancement in the organisation on the basis of ability, qualifications and aptitude for the work. To ensure the effective implementation of the Equal Opportunities Policy all applicants are requested to complete the following questionnaire. This questionnaire will be removed from your application form and will be strictly controlled in accordance with the Code of Practice on Monitoring supplied by the Equality Commission for Northern Ireland.

**Disability**

The **medical model** of disability dictates that a person has a disability if he or she has ‘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’ (Disability Discrimination Act 1995).

The **social model** of disability proposes that what makes someone disabled is not their medical condition, but the attitudes and structures of society. The social model of disability says that it is society which disables impaired people.

**Do you identify with:**

|  |  |  |  |
| --- | --- | --- | --- |
| The medical model definition | The social model definition | Both definitions | Neither definition |
| ☐ | ☐ | ☐ | ☐ |

|  |
| --- |
| If you checked one or more of the first three boxes, please indicate the nature of your disability: |
|  |

**Personal details**

Date of birth: / /

Do you identify as:

|  |  |  |  |
| --- | --- | --- | --- |
| Male | Female | Trans | Non-binary |
| ☐ | ☐ | ☐ | ☐ |

**Religious affiliation and/or community background**

NIMHAF is required by The Fair Employment and Treatment (NI) Order 1998 to monitor the perceived religious affiliation and/or community background of its employees and applicants. In accordance with the Monitoring Regulations 1999, we are asking you to indicate the community to which you belong by checking the appropriate box below:

|  |  |  |
| --- | --- | --- |
| I am a member of the Protestant community | I am a member of the Roman Catholic community | I am a member of neither the Protestant nor the Roman Catholic community |
| ☐ | ☐ | ☐ |

**Ethnic origin (please check those which are appropriate)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1. Caribbean | ☐ | 02 African | ☐ | 03 Chinese | ☐ |
| 04 White | ☐ | 05 Bangladeshi | ☐ | 1. Pakistani | ☐ |
| 1. Indian | ☐ | 08 Black | ☐ | 09 Irish Traveller | ☐ |
| 10 Any other Ethnic Group (please describe)  …………………………………………………………. | | | | | |

**To monitor the effectiveness of our advertising, please indicate where you saw this position advertised:**

|  |  |  |  |
| --- | --- | --- | --- |
| NIMHAF Mailout | ☐ | Arts Council NI website/e-newsletter | ☐ |
| NIMHAF Facebook | ☐ | Community NI | ☐ |
| NIMHAF Twitter | ☐ | Community Arts Partnership (CAP) | ☐ |
| NIMHAF Instagram | ☐ | Word of mouth | ☐ |
| Other | ☐ | If ‘other’, please state where:  …………………………………… | |

**Thank you.**

Please return your completed monitoring form along with your completed application form to [mhamjobs@gmail.com](mailto:mhamjobs@gmail.com)