



EQUAL OPPORTUNITIES MONITORING

POSITION APPLIED FOR: Training Development Officer	REF NO: TD0 10/24:
--	---------------------------

Altram is committed to equal opportunities for all, irrespective of race, colour, ethnic origins, religion, politics, gender, marital status, sexuality, disability or age. So that we can monitor the implementation of our policy and where relevant conform with appropriate legislation, we are seeking your help. It would be of great assistance in pursuing our commitment to equal opportunities if you would complete this monitoring form. This information will be treated confidentially and will be used only for the purpose of monitoring our applicants and workforce.

PERSONAL DETAILS

DATE OF BIRTH: -----/-----/----- GENDER: Male Female

MARITAL STATUS: Single Married/Civil Partnership Other

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

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

DISABILITY

The Disability Discrimination Act 1995 defines a person as having a disability if he or she has, or has had 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.

1. Having read this definition, do you consider yourself as having a disability? YES NO

2. If yes, please indicate the nature of your disability by ticking the appropriate box(es).

- | | |
|---|--|
| Mobility <input type="checkbox"/> | Manual Dexterity <input type="checkbox"/> |
| Vision <input type="checkbox"/> | Memory, Learning Or Concentration <input type="checkbox"/> |
| Hearing <input type="checkbox"/> | Physical Co-Ordination <input type="checkbox"/> |
| Speech <input type="checkbox"/> | Contenance <input type="checkbox"/> |
| Ability to lift or carry <input type="checkbox"/> | Perception of the risk of physical danger <input type="checkbox"/> |
| Severe Disfigurement <input type="checkbox"/> | Other (please specify below) <input type="checkbox"/> |

3. If you have a disability, are there any practical steps that we might consider taking which would assist you in carrying out your duties? (Continue on a separate sheet if necessary)



ETHNIC ORIGIN

Race discrimination law outlaws discrimination (including harassment) in recruitment and employment on grounds of colour, race, nationality and ethnic or national origins.

White European	<input type="checkbox"/>	Black African	<input type="checkbox"/>	Mixed Ethnicity	<input type="checkbox"/>
Chinese	<input type="checkbox"/>	Bangladeshi	<input type="checkbox"/>	Indian	<input type="checkbox"/>
Pakistani	<input type="checkbox"/>	Irish Traveller	<input type="checkbox"/>	Black Caribbean	<input type="checkbox"/>
Other	<input type="checkbox"/>				

NATIONALITY

British	<input type="checkbox"/>	Irish	<input type="checkbox"/>	Pakistani	<input type="checkbox"/>
English	<input type="checkbox"/>	Latvian	<input type="checkbox"/>	Polish	<input type="checkbox"/>
Filipino	<input type="checkbox"/>	Lithuanian	<input type="checkbox"/>	Portuguese	<input type="checkbox"/>
Indian	<input type="checkbox"/>	Ukrainian	<input type="checkbox"/>	Other	

RELIGIOUS AFFILIATION/COMMUNITY BACKGROUND

We are required to monitor the community background of applicants and employees under the Fair Employment and Treatment (NI) Order 1998. Regardless of whether you actually practice a particular religion, most people in Northern Ireland are perceived to be members of either the Protestant or Roman Catholic communities. We therefore ask you to indicate your community background by ticking the appropriate box below. If you do not provide this information, it is required under Fair Employment Legislation that we make a determination of your perceived religious affiliation using the Residuary Method of Monitoring. **Please note that it is an offence under the Fair Employment and Treatment (NI) Order 1998 to give false information.**

Please indicate your perceived religious affiliation/community background by ticking one of the boxes below:

Protestant Roman Catholic Neither Other I do not wish to answer

POLITICAL OPINION:

Please tick the appropriate box to indicate your political opinion.

Broadly Nationalist Broadly Unionist Other I do not wish to answer

By completing and returning this monitoring form you consent to Altram using and keeping information about you provided by you relating to your application or future employment. Such information may include details relating to your community background, ethnic origin or any disability. Access to this information will be strictly controlled and will be processed in line with requirements of GDPR 2018.

PLEASE ENCLOSE THIS FORM IN A SEPARATE ENVELOPE MARKED “MONITORING FORM”