**EQUAL OPPORTUNITIES MONITORING FORM**

**Reference No: 001/2022**

Turning Point NI is an Equal Opportunities Employer. 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. Your answers will be used by us to prepare a monitoring return to the Equality Commission, but your identity will be kept anonymous. In all other regards your answers will be treated in the strictest confidence.

**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 Roman 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 Roman Catholic community: 

I am not a member of either the Protestant or the

Roman 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 Turning Point NI 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:** 

**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. Turning Point NI monitors its workforce in line with recommended good practice. Please tick the appropriate option:

White  Black African  Pakistani

Black Caribbean  Bangladeshi  Mixed ethnic group

Chinese  Indian  White European  Half Indian  White Irish  European  Irish Traveller Community

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 driver’s license, consideration will be given to alternative travelling proposals