

EQUALITY MONITORING

NIMDTA is committed to equality of opportunity for all job applicants regardless of gender, marital status, disability, age, religious affiliation, political opinion, ethnic origin, dependants, or sexual orientation.

The Agency selects those suitable for employment and advancement solely on the basis of merit. It is monitoring its activities to ensure that its equal opportunities policy is effectively implemented and to assess the extent of workforce diversity. To assist in this monitoring process it is necessary to ask you a number of questions.

1. Gender

Male Female Transsexual

2. Marital Status

Single Married / Civil Partnership Co-habiting
 Separated Divorced Widowed

3. Religious Affiliation

Public authorities and private sector employers registered with the Equality Commission have a legal duty to monitor community background under the Fair Employment and Treatment (NI) Order 1998.

“Regardless of whether we practise religion, most of us in Northern Ireland are seen as either Catholic or Protestant. We are therefore asking you to indicate your community background 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 a member of neither the Protestant nor Roman Catholic community
- If so, please specify: _____

If you do not complete this question, we are encouraged to use the ‘residuary’ method, which means that we can make a determination on the basis of personal information on file/application form.

4. Ethnicity and Nationality

Please tick the appropriate box to indicate your ethnic origin:

- | | | | | | |
|---------------|--------------------------|-----------------|--------------------------|--------------------|--------------------------|
| White | <input type="checkbox"/> | Irish Traveller | <input type="checkbox"/> | Chinese | <input type="checkbox"/> |
| Indian | <input type="checkbox"/> | Bangladeshi | <input type="checkbox"/> | Pakistani | <input type="checkbox"/> |
| Black-African | <input type="checkbox"/> | Black-Caribbean | <input type="checkbox"/> | Mixed ethnic group | <input type="checkbox"/> |

Any other ethnic group (please describe) _____

Please specify your nationality:

Nationality (please describe) _____

5. Dependants

Do you look after or give support on a daily / weekly / monthly basis to either a family member, friend or neighbour belonging to one of the following groups:

- | | | | | |
|-----------------------------------------------------------------|-----|--------------------------|----|--------------------------|
| (a) a dependant child or young person | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (b) an adult with a long-term physical or mental health problem | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| (c) a dependant elderly person? | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |

6. Disability

In accordance with the Disability Discrimination Act 1995, a disability is defined as "a physical or mental impairment that has substantial and long term adverse affect on your ability to carry out normal day to day activities". Do you consider yourself to have a disability?

Yes No

If YES please specify the nature of your disability

7. Age

Please indicate your date of birth _____

Access to this information is strictly controlled and will not be available to those considering your application. Monitoring will involve the use of statistical summaries information in which the identities of individuals will not appear. This information will not be available for any purpose other than present / future equality monitoring.