

EQUAL OPPORTUNITIES MONITORING

The Western Health and Social Care Trust is committed to equality of opportunity for all staff and is monitoring its activities to ensure that its equal opportunity policy is effectively implemented. Section 75 of the Northern Ireland Act 1998 requires us to promote equality of opportunity on the basis of nine categories. To assist in this monitoring process it is necessary to ask you a number of questions.

(1) **Date of Birth:**

(2) **Sex:**

(3) **Marital Status:**

(4) **Community Background:** To demonstrate our commitment to equality of opportunity in employment we need to monitor the community background of employees, as required by the Fair Employment and Treatment (NI) Order 1998. **Please note that it is an offence under the Fair Employment and Treatment (NI) Order 1998 to give false information to the Trust.**

a) I am a member of the Protestant community

b) I am a member of the Roman Catholic community

c) I am a member of neither the Protestant nor the Roman Catholic community

(please complete question d below)

d) We recognize that there may be occasions where religious belief differs from perceived community background and we therefore would ask you to indicate your religious belief by ticking one box.

Muslim Hindu Sikh Jewish Buddhist Christian

None Other (please specify) _____

(5) **Please indicate to which of these ethnic groups you consider you belong:**

White	<input type="checkbox"/>
Chinese	<input type="checkbox"/>
Indian	<input type="checkbox"/>
Filipino	<input type="checkbox"/>

Black African	<input type="checkbox"/>
Irish Traveller	<input type="checkbox"/>
Black Caribbean	<input type="checkbox"/>
Black Other	<input type="checkbox"/>

Bangladeshi	<input type="checkbox"/>
Pakistani	<input type="checkbox"/>
Mixed Ethnic Group	<input type="checkbox"/>

Any Other Ethnic Group (please specify) _____

Please specify your nationality: (e.g. Latvian, Lithuanian, Polish, British, Scottish, Welsh, Irish, Portuguese etc.)

(6) **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

Please Turn Overleaf

7) Disability:

The Disability Discrimination Act 1995 defines disability as a physical or mental impairment which has a substantial and long-term effect on a person's ability to carry out normal day-to-day activities. "Normal day-to-day activities" listed in the Act are mobility; manual dexterity; physical co-ordination; continence; ability to lift, carry or otherwise move everyday objects; speech, hearing or eyesight; memory or ability to concentrate, learn or understand; or perception of the risk of physical danger.

Anyone diagnosed as having cancer, HIV or multiple sclerosis is automatically and immediately protected by the DDA.

(If you take medication, treatment or have a prosthesis to manage your condition, would you consider that you had a disability if you were without these? If so, you should answer 'yes' below.)

Having read this definition, do you consider yourself as having a disability?

Yes No I do not wish to answer

If YES, please indicate which type of impairment(s) apply to you: (please tick all that apply to you)

- Physical impairment, such as difficulty using arms or mobility requiring a wheelchair or crutches
- Sensory impairment, such as blind/visual impairment or deaf/hearing impairment
- Mental health condition, such as depression or schizophrenia
- Learning disability, such as Down's Syndrome, dyslexia or Cognitive Impairment such as autism
- Illness, such as cancer, HIV or multiple sclerosis
- Long standing illness, such as diabetes, chronic heart disease or epilepsy
- Other _____

(8) 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

(9) Political Opinion:

Please tick the appropriate box to indicate your political opinion.

- Broadly Unionist
- Broadly Nationalist
- Other
- I do not wish to answer

Access to this information will be strictly controlled. Monitoring will involve the use of statistical summaries of information in which the identities of individuals will not appear. Whilst the Trust will treat the information given on this monitoring form as confidential, staff are advised that legal processes may require the Trust to disclose the information given on this form to certain statutory bodies, and, in some circumstances, open Tribunal. Employees should complete the form in the knowledge that it will be processed in line with requirements of the Data Protection Act 1998.

The information will subsequently be transferred to the monitoring system operated for the Trust by the Equality Assurance Unit. There it will be strictly controlled in accordance with an agreed Code of Practice.

Thank you for your co-operation.

Please return this questionnaire (via internal mail where possible) to the address below: