**Equality Monitoring**

Somerville is an Equal Opportunities employer and we aim to provide equality of opportunity to all, in accordance with the law.

The following document contains a questionnaire that aims to capture some personal information about you. We are seeking this information for two reasons:

1. To demonstrate our commitment to promoting equality of opportunity in employment.

1. We are required to monitor the community background and sex of our employees and applicants in order to comply with our duties under the Fair Employment and treatment (NI) Order 1998.

You are not obliged to answer the questions on the questionnaire and you will not suffer any penalty if you choose not to do so, however we do encourage you to participate so that when collated, the information received accurately reflects our applicants and workforce.

Your identity will be kept anonymous and your answers will be treated with the strictest of confidence. Please do not write your name on the form.

If you have any questions please do not hesitate to contact me on [Claire.morris@somervilles.co.uk](mailto:Claire.morris@somervilles.co.uk) or 028 9044 8429.

Kind Regards,

Claire Morris

HR Advisor

# Monitoring Questionnaire

# 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

Roman Catholic Community:

# Gender

Please indicate your gender by ticking the appropriate box below:

Male:

Female:

# Racial Group

Please indicate your race, colour, ethnic or national origins:

White: Irish Traveller: Indian:

Chinese: Bangladeshi: Pakistani:

Black African: Black Other: Black Caribbean:

Mixed ethnic Group (please state which): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Any other ethnic group (please state which): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# Disability

**Under the Disability Discrimination Act 1995 a person is deemed to be a disabled person if he or she has a physical or mental impairment each has a substantial and long-term adverse effect on his or her ability to carry out the normal day-to-day activities. Please note that it is the effect of impairment without treatment which determines whether an individual meets this definition.**

Do you consider that you are a disabled person?

Yes No

If you answered yes, please indicate the nature of your impairment by ticking the appropriate box or boxes below:

Physical Impairment: Sensory impairment:

Mental Health Condition: Learning disability or difficulty:

Long standing or progressive illness or health condition:

Other (please specify):

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**Note: If you answer these questions about community background and gender 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 these questions.**