NAME OF PROJECT:  
(e.g. Disability Action Plan, Steps to Work (Wade), Volunteers, Graduate Acceleration, etc – see page 41)

EQUAL OPPORTUNITIES MONITORING

The Southern Health and Social Care Trust is committed to equality of opportunity and is monitoring its activities to ensure that its equal opportunity policy is effectively implemented. Section 75 of the Northern Ireland Act 1998 also requires us to promote equality of opportunity on the basis of nine categories. To assist in this monitoring process the Trust would encourage you to provide us with the following information:

(1) Date of Birth: 

(2) Gender: 

(3) Marital Status: 

(4) Community Background: To demonstrate our commitment to equality of opportunity in employment we need to monitor your community background, 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 regarding Community Background 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 

(5) Religious Belief: 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 ☐ 

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

White ☐ Black African ☐ Bangladeshi ☐ Chinese ☐ 
Irish Traveller ☐ Pakistani ☐ Indian ☐ Black Caribbean ☐ 
Mixed Ethnic Group ☐ Filipino ☐ Black Other ☐ Other ☐ 

(7) Please specify your nationality:

British ☐ Irish ☐ Northern Irish ☐ English ☐ Scottish ☐ 
Welsh ☐ Lithuanian ☐ Polish ☐ Portuguese ☐ Latvian ☐ 
Indian ☐ Filipino ☐ Pakistani ☐ Other ☐ 

(8) 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 ☐ 

Appendix 8
(9) 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.

(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 ☐

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 ☐
Long standing illness, such as cancer, HIV, diabetes, chronic heart disease or epilepsy ☐
Other ☐

(10) 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 ☐

(11) 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, you 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. Please complete the form in the knowledge that it will be processed in line with requirements of the Data Protection Act 1998 and will be strictly controlled in accordance with an agreed Code of Practice.

Thank you for your co-operation.

Please return this questionnaire to:

Christine White, Equality Assurance Unit, Hill Building, St. Luke’s Site, Loughgall Road, Armagh or, in the case of Volunteers, to your local Volunteer Co-ordinator (see page 17 of this document).