# Equal Opportunities Monitoring Form

As a public body, the ICR is required to have due regard to the need to eliminate discrimination, harassment, victimisation and other conduct prohibited under the Equality Act 2010. The ICR will provide equal opportunities to any employee or job applicant and will not discriminate either directly or indirectly because of race, sex, sexual orientation, transgender status, religion or belief, marital or civil partnership status, age, disability, or pregnancy and maternity. In the case of all protected characteristics other than marriage or civil partnership, the ICR is also required to advance equality of opportunity and foster good relations. In order to assess how successful this policy is, we have set up a system of monitoring all job applicants. We would therefore be grateful if you would complete this questionnaire. This information enables us to monitor applications at shortlisting and appointment as well as application stage. There is no obligation on you to provide information and all applicants will be treated the same whether or not they provide this information. All information provided will be treated in strictest confidence and will not be seen by staff directly involved in the shortlisting or appointment process. The questionnaire will be held separately from your application form, stored separately and used only to provide statistics for monitoring purposes. Thank you for your assistance.

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| **What is your nationality?** |  |
| **What is your ethnic origin?** |  |
| **What is your religion/belief?** |  |
| **What is your sexual orientation?** |  |
| **How do you describe your gender identify?** |  |
| **Does your gender identity align with the gender assigned to you at birth?** |  |

At present, HMRC (His Majesty’s Revenue and Customs) systems only recognise male or female genders for processing purposes. Please specify your sex assigned at birth

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| **What sex was assigned to you at birth?** |  |

**Disability Support Information**

Information disclosed regarding your disability or health condition and/or additional needs will be dealt with in the strictest confidence. We encourage successful candidates to discuss with their line manager and with HR their disability/medical condition and any support they may need during their employment

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| **Do you consider yourself to have a disability or health condition which falls within the** [**Equality Act 2010 definition**](https://www.gov.uk/definition-of-disability-under-equality-act-2010)**?** |  |
| **If yes, you may wish to provide further information. You are not obliged to do so but any information provided will mean we will be able to support your needs and consider any necessary adjustments required** |  |
| **The ICR is spread over several sites and access and assistive technology arrangements vary slightly depending on the location. Please indicate if you are likely to require any of the following during your employment** | * No support required
* Induction hearing loop
* Sign language interpreting
* Wheelchair access
* Information in large print
* Other
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| **Would you like a member of the HR team to contact you to discuss any support requirements prior to taking up a position offered at the ICR? Any discussion will be treated in confidence and will not be disclosed further without your prior permission** |  |

Thank you for your assistance