

**Private & Confidential**  
Return this form in a  
separate envelope marked  
for the attention of  
'The Monitoring Officer'

## HARMONI

### Equality Monitoring Form

**Ref:** \_USH NW 0225\_\_\_\_\_

**Date:** \_\_\_\_\_

#### **Position Applied For:** Night Worker

We are an equal opportunity employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation, gender reassignment, age or disability, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Our selection criteria and procedures are frequently reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

All employees are given equal opportunity and are encouraged to progress within the organisation.

We are committed to an ongoing programme of action to make this policy fully effective. To assist us in ensuring that this policy is fully and fairly implemented and monitored, and under the General Data Protection Regulations (GDPR), in meeting our legal obligation to monitor our workforce and make statutory returns to the Equality Commission of Northern Ireland, would you please provide the following information:

**Date of Birth:** \_\_\_\_\_

**I would describe my ethnic group, religion and sex as: (please tick one box for your ethnic group, one box for your religion and one box for your sex)**

- ☐ Bangladeshi
- ☐ Black African
- ☐ Black Caribbean
- ☐ Black Other
- ☐ Chinese
- ☐ Indian
- ☐ Irish Traveller
- ☐ Mixed Ethnic Group, please specify .....
- ☐ Pakistani
- ☐ White
- ☐ Other, please specify .....

**Regardless of whether we practice our religion, most of us in Northern Ireland are seen as either Protestant or Roman Catholic. We are therefore asking you to indicate your community background by ticking the appropriate box below:**

- ☐ I am a member of the Roman Catholic community
- ☐ I am a member of the Protestant community
- ☐ I am a member of neither the Protestant nor the Roman Catholic community

#### **Sex**

- ☐ Male
- ☐ Female

If you do not complete the religion 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. It is not compulsory for you to answer the above questions. However we would stress that it is a criminal offence under the legislation for a person to "give false information... in connection with the preparation of a monitoring return". Any information provided on this form will only be used for the aforementioned purposes.