**EQUAL OPPORTUNITY FORM**

Macklin Care Homes are committed to equality of opportunity for all employees and job applicants, regardless of gender, marital status, disability, age, religious affiliation, political opinion, ethnic origin, dependants, or sexual orientation.

Macklin Care Homes select those suitable for employment and advancement solely on the basis of merit. Macklin Care Homes monitors its recruitment and selection activity to ensure that equal opportunities policy is effectively implemented. To assist in this monitoring process it is necessary to ask you a number of questions.

**Section A**

In order to comply with legislative requirements this section must be completed. **Failure to complete Section A will result in your application being rejected.**

**1. Gender**

Male [ ]  Female [ ]  Transgendered [ ]

**2. Marital status** Single [ ]  Married [ ]  Separated [ ]  Divorced [ ]

 Widowed [ ]  Civil Partnered [ ]  Civil Partner (dissolved) [ ]  Cohabiting [ ]

**3. Community Background and Religious Affiliation**

Employers registered with the Equality Commission for Northern Ireland have a legal duty to monitor community background under the Fair Employment and Treatment (NI) Order 1998. Regardless of whether we practice religion most of us in Northern Ireland are seen as either Catholic or Protestant. We are therefore asking you to indicate your community background 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 a member of neither the Protestant nor Roman Catholic community [ ]

**Section B**

The following categories are monitored to promote equality of opportunity in accordance with equality legislation, and assess the extent of applicant and workforce diversity in Macklin Care Homes.

**4. Political opinion**

Political opinion does not relate solely to Northern Ireland politics, you are invited to describe your political opinion in the manner you believe is appropriate and this can include how others would ‘perceive or suppose’ your political opinion to be:

 Unionist [ ]  Nationalist [ ]  Other – please state

**5. Ethnicity**To which of these ethnic groups do you belong?

 White [ ]  Irish Traveller [ ]  Chinese [ ]

 Indian [ ]  Bangladeshi [ ]  Pakistani [ ]

 Black-African [ ]  Black-Caribbean [ ]  Mixed Ethnic Group [ ]

 Black-Other [ ]

 Any other ethnic group (please state)

**6. National Origin**What is your country of birth and/or nationality? (please state)

**7. Dependants**Do you look after or give support on a daily/weekly/monthly basis to an individual belonging to one of the following groups:

1. a dependant child or young person Yes [ ]  No [ ]
2. an adult with long-term physical or Yes [ ]  No [ ]

 mental health problem

1. a dependant older person Yes [ ]  No [ ]

**8. Disability**In accordance with the Disability Discrimination Act 1995, a disability is defined as ‘a physical or mental impairment that has substantial and long-term adverse effect on your ability to carry out normal day-to-day activities'.

**Do you consider yourself to have a disability?**

 Yes [ ]  No [ ]

 If ‘yes’ please specify the nature of your disability

**Do you have a Specific Learning Difficulty, eg, dyslexia, dyspraxia, dyscalculia?**

 Yes [ ]  No [ ]

 If ‘yes’ please specify the nature of your difficulty

**9. Age**Please provide your Date of Birth

**10. Please indicate your sexual orientation:**

Heterosexual [ ]  Homosexual [ ]  Bisexual [ ]  Declining to comment [ ]