

Equality, Diversity and Inclusion. (EDI)

ONCE Healthcare Ltd promotes an inclusive environment, ensuring equal opportunities and respecting the diverse backgrounds of all service users and staff. We oppose all forms of unlawful discrimination based on any projected characteristic under the Equality Act 2010 and relevant Northern Ireland legislation. We do not discriminate against candidates or employees and we aim to select the best person for the job.

We monitor community background and sex of our applicants, candidates and employees to demonstrate our commitment to promoting equality of opportunity in employment and to comply with our duties under the Fair Employment & Treatment (NI) Order 1998.

Protected characteristics include:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Additional characteristics such as socio-economic background, appearance, accent, or health conditions are also considered under our inclusion ethos.

Staff responsibilities include:

- Attending all required equality and diversity training.
- Treating colleagues, clients, and service users with respect.
- Reporting any discriminatory practice witnessed or experienced.

We encourage staff to disclose any specialist cultural knowledge or language skills that may improve service delivery for diverse service user populations.

ONCE Healthcare Ltd monitors diversity data anonymously to improve our inclusivity and fairness, and to ensure compliance with employment law and best practice.

You are not obliged to answer the questions on this form and you will not suffer any penalty if you choose not to do so. However, we encourage you to answer these questions. Your answers will be used by us to prepare and submit an annual Monitoring Return to the Equality Commission, but your identity will be kept anonymous. Your answers to these questions will be treated with the strictest confidence and will not be used to make any decisions affecting you, whether in a recruitment exercise or during the course of any employment with us.

Contact

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oncehealthcare.com

Company number: NI727513

Foundry 8, City East Business Centre, 68-72 Newtownards Road BT4 1GW



Community Background

Regardless of whether they actually practice a religion, most people in Northern Ireland are perceived to be members of either 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 Roman Catholic Community or the Protestant.

☐

If you do not answer the above question, we are encouraged to use the residuary method of making a determination, which means that we can make a determination as to your community background on the basis of the personal information supplied by you in your application form/personnel file.

Please indicate your Gender by ticking the box below:

Male

☐

Female

☐

Non-binary

☐

Other

☐

Note: If you answer this questionnaire 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.

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