**EQUAL OPPORTUNITIES MONITORING FORM**

**Reference No: LHC045**

Lumen HealthCare is an Equal Opportunities Employer. We do not discriminate against our job applicants or employees and we aim to select the best person for the job. All recruitment decisions will be made objectively.

We monitor the gender, age, race and disability of our job applicants and employees in order to demonstrate our commitment to promoting equality of opportunity in employment and to comply with our duties under the Employment Equality Acts 1998 – 2015. Your answers will be treated in the strictest confidence and your identity will be kept anonymous.

**1. GENDER:**

**Please indicate your gender by ticking the appropriate answer below:**

 **Male**:  **Female:** 

**2. AGE:**

**Please state your date of birth: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**3. RACE:**

The Employment Equality Acts 1998-2015 prohibit discrimination in employment on grounds of gender, civil status, family status, sexual orientation, religion, age, disability, race or membership of the traveller community. Inspire Wellbeing monitors its workforce in line with recommended good practice. Please tick the appropriate option:

**White** [ ]  **Black African** [ ]  **Pakistani** [ ]

**Black Caribbean** [ ]  **Bangladeshi** [ ]  **Mixed ethnic group** [ ]

**Chinese** [ ]  **Indian** [ ]  **White European** [ ]

**Half Indian** [ ]  **White Irish** [ ]  **European** [ ]

**Traveller Community** [ ]  **Other (please specify)** [ ]

**4. DISABILITY:**

Under the Employment Equality Acts 1998-2015 a person is deemed to be a person with a disability if they have any of the following:

∙ The total or partial absence of a person’s bodily or mental functions, including the absence

 of a part of a person’s body,

. The presence in the body of organisms causing, or likely to cause, chronic disease or illness,

. The malfunction, malformation or disfigurement or a part of a person’s body,

. A condition or malfunction which results in a person learning differently from a person

 without the condition of malfunction or

. A condition, illness or disease which affects a person’s thought processes, the perception of

 reality, emotions or judgement or which results in disturbed behaviour.

**4.1 Do you consider that you are a person with a disability?**

 [ ]  Yes [ ]  No

If you answered “yes”, please indicate the nature of your impairment below.

4.2 Do you require any arrangements to assist you if called for interview/interview exercise?

 [ ]  Yes [ ]  No

If yes, please state the arrangements which will be needed for you to attend.

4.3 Do you foresee that you might require reasonable adjustments to be made if you were appointed to the post?

 [ ]  Yes [ ]  No

If yes, please detail the reasonable adjustments you might expect?

Please note that in relation to a post where travelling is an essential job requirement, for applicants with a disability who cannot hold a driver’s licence, consideration will be given to alternative travelling proposals.