

Ref: HoL / 10 /

National Insurance Number:

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Please note this form is regarded as part of your application and failure to fully complete and return it will result in disqualification. Please do not write your name anywhere on the form and ensure it is returned in hard copy to the address at the bottom of the page in a sealed, separate envelope.

It is the policy of the Utility Regulator to ensure that all eligible persons have equal opportunity for employment and advancement on the basis of their ability, qualifications and aptitude. The Utility Regulator selects those suitable for appointment solely on the basis of merit without regard to an individual's gender, age, domestic status, sexual orientation, community background, ethnicity or disability. In accordance with Fair Employment Legislation recruitment is monitored to ensure that the equal opportunity policy of the Utility Regulator is effectively implemented.

This form enables you to provide information on your gender and community background as well as other issues that are important in ensuring that the recruitment process is fair. None of the information on this form will be used to assess your eligibility to enter the pool of qualified candidates. Under the legislation it is an offence to knowingly give false information in connection with preparation of this monitoring form.

Please tick as appropriate

Male

Female

Please state your date of birth:

Community Background:

Under the Fair Employment and Treatment (Northern Ireland) Order 1998, specified public authorities and registered employers have a legal duty to monitor the community composition of their workforces. Regardless of whether we practice religion, most of us in Northern Ireland are seen as either Catholic or Protestant.

Please indicate the community to which you belong or are perceived to belong to, by ticking the appropriate box below:

Protestant community background

Roman Catholic community background

Neither a Protestant nor a Roman Catholic community background

Please complete both pages in full and return in a sealed, separate envelope to:

Monitoring Officer, HR – The Utility Regulator, Queen's House, 14 Queen Street, Belfast BT1 6ED

Ethnic Group

The Race Relations (Northern Ireland) Order 1997 makes it unlawful to discriminate in employment on grounds of colour, race, nationality or ethnic or national origins. The Utility Regulator monitors its workforce in line with recommended good practice.

Please indicate which ethnic group you belong to:

Bangladeshi	<input type="checkbox"/>	Indian	<input type="checkbox"/>
Black African	<input type="checkbox"/>	Pakistani	<input type="checkbox"/>
Black Caribbean	<input type="checkbox"/>	White	<input type="checkbox"/>
Black Other	<input type="checkbox"/>	Irish Traveller	<input type="checkbox"/>
Chinese	<input type="checkbox"/>	Mixed	<input type="checkbox"/>

Other: _____

In asking this question, we want to assure applicants that the information provided will only be used to promote equality of opportunity for applicants and employees on the basis of their Nationality

Disability:

Under the Disability Discrimination Act 1995 a person is considered to have a disability if he/she has a physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day to day activities. Please note that it is the effect of the impairment, without treatment, which determines if an individual meets this definition of disability

Do you consider that you meet this definition of disability?

Yes No

If yes, please state the type of disability

Hearing impairment	<input type="checkbox"/>	Visual impairment	<input type="checkbox"/>
Speech impairment	<input type="checkbox"/>	Mobility impairment	<input type="checkbox"/>
Physical co-ordination difficulties	<input type="checkbox"/>	Reduced physical capacity	<input type="checkbox"/>
Severe disfigurement	<input type="checkbox"/>	Learning difficulties	<input type="checkbox"/>
Mental illness/mental health difficulty	<input type="checkbox"/>		

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