



# Driven to deliver.

FRASERBURGH | DUNFERMLINE | BELFAST | DONCASTER | BEDFORD

## Equal Opportunities Form

We are committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age. This form is intended to help us maintain equal opportunities best practice and identify barriers to workforce equality and diversity.

Please complete this form and return it with your application. The form will be separated from your application on receipt. The information on this form will be used for monitoring purposes only and will play no part in the recruitment process.

All questions are optional. You are not obliged to answer any of these questions but the more information you supply, the more effective our monitoring will be. All information supplied will be treated in the strictest confidence.

Thank you for your assistance.

### About the Vacancy

Job applied for

Closing date for applications

Where did you hear about this job (please tick)?

Friend

Recruitment Company

Company Website

Newspaper  (Please Specify)

Other  (Please Specify)

### Personal Information

#### Gender

What is your gender (please tick)?

Male  Prefer not to say

Female

(If you are undergoing gender reassignment, please use the gender identity you intend to acquire.)

#### Age

What is your age (please tick)?

16-17  51-60

18-21  61-65

22-30  66-70

31-40  71+

41-50  Prefer not to say

#### Sexual Orientation

How would you describe your sexual orientation (please tick)?

Heterosexual / straight  Gay woman / lesbian

Bisexual  Prefer not to say

Gay man

### Ethnic Group

How would you describe your nationality and/or ethnicity (please tick)?

#### A - White

British - English, Scottish or Welsh

Irish

Other White background

#### B - Mixed race

White and Black Caribbean

White and Black African

White and Asian

Other Mixed background

#### C - Asian or Asian British:

Indian

Pakistani

Bangladeshi

Other Asian background

#### D - Black or Black British:

Caribbean

African

Other Black background

#### E - Chinese and Other Groups:

Chinese

Other Ethnic Group

Prefer not to say

### Religion or Belief

Please describe your religion or other strongly-held belief:

I would describe my religion or belief as:

I have no particular religion or belief

Prefer not to say

### Disability

*The Equality Act 2010 (applicable in Scotland, England and Wales) and the Disability Discrimination Act 1995 (DDA – applicable Northern Ireland) defines a disability as a "physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities". An effect is long-term if it has lasted, or is likely to last, more than 12 months.*

Do you consider that you have a disability under the Equality Act 2010 / DDA (please tick)?

Yes

No

Used to have a disability but have now recovered

Don't know

Prefer not to say

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### Religious Affiliation and/or Community Background

THIS SECTION IS ONLY TO BE COMPLETED BY APPLICANTS FOR POSITIONS IN NORTHERN IRELAND

*Gray & Adams (Ireland) Ltd. is required by The Fair Employment and Treatment (NI) Order 1998 to monitor the perceived religious affiliation and/or community background of its employees and applicants.*

In accordance with the Monitoring Regulations 1999, we are asking you to 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 a member of neither the Protestant nor the Roman Catholic community

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