

Monitoring Questionnaire

MCS Group is an Equal Opportunities recruiter. We aim to provide equality of opportunity to all persons regardless of their religious belief; political opinion; sex; race; or whether they are disabled.

We do not discriminate against our candidates on any of the grounds listed above and aim to select the best candidates to put forward to our clients and these decisions will be made objectively.

In this questionnaire we will ask you to provide us with some personal information about yourself. We do this for two reasons:

- Firstly we are doing this to demonstrate our commitment to promoting equality of opportunity in employment.
- Secondly, we also monitor the community background and sex of our candidates in order to comply with our duties under the Fair Employment and treatment (NI) Order 1998.

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.

Never the less we encourage you to answer the questions below. Your identity will be kept anonymous and your answers will be treated with the strictest of confidence. We assure you that your answers will not be used by us to make any unlawful decisions affecting you while we are acting on your behalf as an employment agency. To protect your privacy you should not write your name on this questionnaire. Only our monitoring officer will be able to match your completed form to your identity.

Community Background

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

Gender

Please indicate your gender by ticking the appropriate box below:

Male: ☐

Female: ☐

Racial Group

Please indicate your race, colour, ethnic or national origins:

White: ☐ Irish Traveller: ☐ Indian: ☐

Chinese: ☐ Bangladeshi: ☐ Pakistani: ☐

Black African: ☐ Black Other: ☐ Black Caribbean: ☐

Mixed ethnic Group (please state which): _____

Any other ethnic group (please state which): _____

Disability

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

Do you consider that you are a disabled person?

Yes ☐ No ☐

If you answered yes, please indicate the nature of your impairment by ticking the appropriate box or boxes below:

Physical Impairment: ☐ Sensory impairment: ☐

Mental Health Condition: ☐ Learning disability or difficulty: ☐

Long standing or progressive illness or health condition:

Other (please specify):

Note: If you answer these questions about community background and gender 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.

This form when completed should be returned by email to monitoring@mcsgroup.jobs