



**SUBSIDIARY PAYROLL  
EQUAL OPPORTUNITIES  
MONITORING QUESTIONNAIRE**

**Applicant No:** \_\_\_\_\_

The Ulster University's commitment to equality of opportunity is enshrined in its Charter, its Equal Opportunities Policy and its Equality Scheme. It considers that monitoring is the essential first step in the effective implementation of its Equal Opportunities Policy and its Equality Scheme. We would therefore ask you to complete this form.

---

**1(a). Date of Birth:** \_\_\_/\_\_\_/\_\_\_ **1(b). National Insurance Number:** \_\_\_\_\_

---

**2. Gender:** Male  Female

---

**3. Marital Status:** Single  Married  Separated   
Divorced  Widowed  Co-habiting

---

**4. Nationality:** British  Irish  Other (please specify) \_\_\_\_\_

---

**5. Ethnic Origin:** White  Indian  Pakistani   
Black African  Black Caribbean  Black Other   
Irish Traveller  Mixed Ethnic Group  Bangladeshi   
Chinese  Other (please specify) \_\_\_\_\_

---

**6(a). Disability**

*The Disability Discrimination Act 1995 defines a disabled person as someone with a physical or mental impairment which has a substantive and long-term adverse effect on his/her ability to carry out normal day-to-day activities.*

Having read this definition do you consider that you are a disabled person or that you have a disability?

Yes  No

**6(b). If you have answered "Yes" to the above question please tick the appropriate boxes below to indicate the nature of your disability (tick as many as apply to you):**

Dyslexia  Blind/partially sighted  Deaf/hearing impairment

Multiple disabilities  Personal care support  Mental health difficulty

Unseen disability  Progressive disability  Mobility (physical disability)

Learning disability  Other (please specify) \_\_\_\_\_

---

---

## 7(a) Community Background

To demonstrate our commitment to equality of opportunity in employment we need to monitor the community background of applicants and employees, as required by the Fair Employment and Treatment (NI) Order 1998. Regardless of whether we practice religion, most of us in Northern Ireland are seen as either Roman Catholic or Protestant. We therefore ask you to indicate your community background by ticking the appropriate box below.

Protestant Community

Roman Catholic Community

Neither\*

If you do not complete this section we are encouraged to use the 'residuary method' of monitoring, which means that we can make a determination on the basis of personal information on file or your application form.

\*If you ticked the box marked neither, please provide names and addresses of the primary/preparatory and secondary schools, which you attended.

---

---

---

---

---

## 7(b). Religious Belief

In support of Section 75 of the Northern Ireland Act 1998, the University monitors the Religious Belief of applicants and employees. We recognise that there may be occasions where Religious Belief differs to perceived Community Background, especially where the residuary method has been used to make a determination. In order to ensure that our records are correct, we therefore ask you to indicate your Religious Belief by ticking **one** box below.

Christian  Muslim  Hindu  Sikh  Jewish

Buddhist  None

Other (please specify) \_\_\_\_\_

---

## 8. Dependants

We understand persons with dependants to be those with personal responsibility for the care of a child, the care of a person with an incapacitating disability and/or the care of a dependant elderly person.

Do you have dependants? Yes  No

---

**Note: The above information will be used for Equal Opportunities Monitoring. The questionnaire will be detached from your application form on receipt and the selection panel will not have access to it.**

---

Thank you for your co-operation in completing this questionnaire.