

## RIGHT TO SUCCEED: EQUALITY AND DIVERSITY POLICY

### Statement of Intent

Right to Succeed recognises that certain individuals and groups are discriminated against on grounds of disability, race, ethnic origin, culture, socio-economic background, gender, sexuality, sexual orientation, religion or belief, creed, marital status, age and working pattern/employment status. Right to Succeed is committed to working towards eliminating discrimination in its work and its employment policies and practices. Recognising that passive policies will not achieve change, Right to Succeed will through regular monitoring of policies and practice take active steps to combat discrimination.

### EQUAL OPPORTUNITIES EMPLOYMENT MONITORING FORM

Right to Succeed is committed to working towards the eliminating discrimination in its work and its employment policies and practices. Job applicants are selected solely on merit. So that we can try to ensure that our recruitment and selection procedures do not discriminate we ask all applicants to fill out this monitoring form and return it to us. You do not have to answer these questions and your application will not be adversely affected if you choose not to answer. We would, however, value your help in our efforts to ensure that our practice is not discriminatory.

Gender:        Male           Female           Prefer not to say  

Age:

Please say where you saw this post advertised.....

Do you consider yourself to have a disability?        YES/NO

Are you registered disabled?        YES/NO

How would you describe your racial/cultural origin?

(This list is the one suggested by the Commission of Racial Equality)

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

\*Please write in if your background is not represented in this list or you choose not to use these classifications.

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How would you describe your sexual orientation?

Heterosexual                Gay man          
Gay woman / lesbian                Bisexual          
Other                .....

**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 the Roman Catholic communities:

*If you do not answer the above question, or if you tick the “not a member of either” box, we are encouraged to use the residuary method of making a determination, which means that we can make a determination as to your community background on the basis of the personal information supplied by you in your application form/personnel*

**THIS FORM IS CONFIDENTIAL AND WILL NOT BE SEEN BY ANYONE INVOLVED IN THE SELECTION PANEL**