

Please ensure you complete this separate monitoring form enclosed and return it to the monitoring officer.

Private and Confidential

Job Reference: _____ **Candidate No:** _____

We are an Equal Opportunities Employer. We aim to provide equality of opportunity to all persons regardless of their religious belief or political opinion.

We do not discriminate against our job applicants or employees on any of the grounds listed above. We aim to select the best person for the job and all recruitment decisions will be made objectively.

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

Firstly, to demonstrate Maximus Crushing and Screening commitment to promoting equality of opportunity in employment. The information you provide us will assist us to measure the effectiveness of our equal opportunity policies and to develop affirmative or positive action policies.

Secondly, to monitor the community background and sex of all our job applicants and employees in order to comply with our duties under the Fair Employment and Treatment (NI) Order 1998.

You are not obligated to answer the questions on this form and you will not suffer any penalty if you choose not to do so.

Nevertheless, we encourage you to answer the questions below. Your identity will be kept anonymous and your answers will be treated with the strictest confidence. We assure you that your answers will not be used by us to make any unlawful decisions affecting you, whether in a recruitment exercise or during the course of any employment with us. To protect your privacy, you should not write your name on this questionnaire. The form will carry a unique identification number and only your monitoring officer will be able to match this to your name.

Community Background:

Regardless of whether they actually practice a particular religion, most people in Northern Ireland are perceived to be a member 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 neither a member of the Protestant or the Roman Catholic community ☐

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 by 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 / personal life.

Sex:

Please indicate your sex by ticking the appropriate box below:

Male ☐

Female ☐

Note: If you answer the questions about the community background and sex 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.