



Equal Opportunities Recruitment Monitoring Form

Reliv Europe Ltd is committed to promoting fairness and eliminating discrimination from recruitment and selection practices. We will ensure that no job applicant or employee received less favourable treatment either directly or indirectly, on the grounds of age, gender, marital status, race or national origin, disability, sexual orientation, religion or belief.

To monitor and audit the effective delivery of this commitment, Reliv Europe Ltd requires all applicants to provide information asked for in this monitor form. This will only be used for this purpose, will form no part of the interview process and will be treated in strict confidence.

The form will be detached from your application form and transferred to our Human Resources database to help monitor the diversity of applications we receive. This will enable us to develop appropriate policies and procedures in respect of diversity and equal opportunities.

Name:

Date:

Position Applied for:

AGE

What is your age? Please mark 'X' in one box only.

16-19	<input type="checkbox"/>	20-24	<input type="checkbox"/>
25-29	<input type="checkbox"/>	30-34	<input type="checkbox"/>
35-39	<input type="checkbox"/>	40-44	<input type="checkbox"/>
45-49	<input type="checkbox"/>	50-54	<input type="checkbox"/>
55-59	<input type="checkbox"/>	60-64	<input type="checkbox"/>
65+	<input type="checkbox"/>		

DISABILITY

A disabled person is defined under the Equality Act 2010 as someone with a **'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day-to-day activities'**..

Do you consider yourself to be disabled under the Equality Act 2010? Please mark 'X' in the appropriate box.

YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
PREFER NOT TO SAY	<input type="checkbox"/>	DON'T KNOW	<input type="checkbox"/>

If **YES**, please answer the following question; otherwise proceed to the next section.

Please indicate by marking 'X' in the appropriate box, mark all that apply.

- | | | | | | |
|---|--------------------------|-------------------------------------|---|--------------------------|---------------------------------------|
| A | <input type="checkbox"/> | Hearing impairment | F | <input type="checkbox"/> | Reduced physical capacity |
| B | <input type="checkbox"/> | Visual impairment | G | <input type="checkbox"/> | Severe disfigurement |
| C | <input type="checkbox"/> | Speech impairment | H | <input type="checkbox"/> | Learning difficulties (e.g. dyslexic) |
| D | <input type="checkbox"/> | Mobility impairment | I | <input type="checkbox"/> | Mental ill health |
| E | <input type="checkbox"/> | Physical co-ordination difficulties | J | <input type="checkbox"/> | Progressive conditions |
| | | | K | <input type="checkbox"/> | Other (please specify) |

ETHNIC ORIGIN

Please mark 'X' in only **ONE** section from A to E.

A White

- British
- Irish
- Any other White background (please specify)
-

B Mixed

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed background (please specify)
-

C Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Any other Asian background (please specify)
-

D Black or Black British

- Caribbean
 - African
 - Any other Black background (please specify)
-

E Chinese or other ethnic group

- Chinese
 - Any other (please specify)
-

RELIGION OR BELIEF

What is your religion or belief (including non-belief)? Please mark 'X' in the box below as appropriate.

- | | | | |
|--------------------------|------------------------|--------------------------|---|
| <input type="checkbox"/> | Agnostic | <input type="checkbox"/> | Muslim |
| <input type="checkbox"/> | Athiest | <input type="checkbox"/> | Pagan |
| <input type="checkbox"/> | Buddhist | <input type="checkbox"/> | Sikh |
| <input type="checkbox"/> | Christian – Catholic | <input type="checkbox"/> | Rastafarian |
| <input type="checkbox"/> | Christian – Protestant | <input type="checkbox"/> | Scientologist |
| <input type="checkbox"/> | Christian – Other | <input type="checkbox"/> | Shinto |
| <input type="checkbox"/> | Hindu | <input type="checkbox"/> | No religion or belief |
| <input type="checkbox"/> | Humanism | <input type="checkbox"/> | Prefer not to say |
| <input type="checkbox"/> | Jewish | <input type="checkbox"/> | Any other religion (please specify below if you wish) |
-

GENDER

- Male Female

MARITAL STATUS

- Married Single Divorced Other (please specify below)
-

NATIONALITY

SEXUAL ORIENTATION

Reliv Europe Ltd wants to ensure that all applicants are treated equally whatever their sexual orientation. To do this we need to know the sexual orientation of people who apply to join us. We should therefore be grateful if you would complete the following question. Your answer will be treated in the strictest confidence and will not affect your job application in any way.

Which group do you most identify with? The options are listed in alphabetical order.

Please mark 'X' in **one** box only:

- | | | |
|-----|--------------------------|-----------------------|
| (A) | <input type="checkbox"/> | Bi-Sexual |
| (B) | <input type="checkbox"/> | Gay woman/lesbian |
| (C) | <input type="checkbox"/> | Gay man |
| (D) | <input type="checkbox"/> | Heterosexual/straight |
| (E) | <input type="checkbox"/> | Other |
| (F) | <input type="checkbox"/> | Prefer not to say |

ADVERTISING EFFECTIVENESS

Reliv Europe Ltd internally monitors the effectiveness/impact of advertising vacancies and is constantly seeking to put the various forms of advertising to the best use to attract as diverse a range of candidates as possible.

We recognise that you may have learnt about the vacancy from various sources, but we want to know how you became aware of this vacancy.

Where did you learn of this post? Please mark 'X' in the appropriate box(es) below:

- | | | |
|------------------|--------------------------|------------------------|
| Newspaper | <input type="checkbox"/> | (please specify) _____ |
| On line job site | <input type="checkbox"/> | (please specify) _____ |
| Other | <input type="checkbox"/> | (please specify) _____ |

Thank you for completing this form. Please return it with your application.