



EQUAL OPPORTUNITIES AND DIVERSITY MONITORING

icap is an Equal Opportunities Employer. We want to ensure that all applicants are treated equally. To ensure that we live up to our commitment, we need to know about the ethnic origin of people applying to join us and whether or not they regard themselves as disabled.

We should therefore be grateful if you would complete this questionnaire. The questionnaire will be separated from your application as soon as it is received and will be treated in confidence. It will not affect your application in any way.

Recruitment Reference Number: Gender Monitoring

Please indicate if you are: Male Female Other

Ethnic Origin Monitoring

Please indicate which group you feel best describes your ethnic origin by ticking (✓) **only one** of the boxes below:

A **White**

British

- English Welsh
 Scottish Other
 Irish

Any other White background: _____

B **Mixed**

- White and Black Caribbean
 White and Black African
 White and Asian
 Any other Mixed background: _____

C **Asian, Asian British, Asian English, Asian Scottish, or Asian Welsh**

- Indian
 Pakistani
 Bangladeshi

Any other Asian background: _____

D **Black, Black British, Black English, Black Scottish, or Black Welsh**

- Caribbean
 African
 Any other Black background: _____

E **Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh, or Other Ethnic Group**

- Chinese
 Any other background: _____

Disability Monitoring

The Disability Discrimination Act 1995 defines a disabled person as someone who has:

“A physical or mental impairment which has a substantial and adverse long-term effect on his or her ability to carry out normal day-to-day activities.”

Taking account of the above statement, do you regard yourself as a disabled person? **Yes** **No**

Thank you for your co-operation