



icap

Immigrant Counselling and Psychotherapy

icap is an Equal Opportunity Employer. We want to ensure that applicants are treated equally.

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 effect your application in any way.

Recruitment Reference Number: 15.1

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

Disability Discrimination Act 1995 Meaning of "disability" and "disabled person"

1) Subject to the provisions of Schedule 1, a person has a disability for the purpose of this Act if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. 2) In this Act, "disabled person" means a person who has a disability. For further information about the act and the definition of disability visit www.disability.gov.uk

This information will be used for diversity monitoring only.

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