



# icap

## Immigrant Counselling and Psychotherapy

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

We would 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**

*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](http://www.disability.gov.uk)

**This information will be used for diversity monitoring only.**

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Taking account of the above, do you regard yourself as a disabled person?

Yes  No