


Erne Integrated College
Equal Opportunities Policy
February 2024

Signature of Chairperson of the Board of Governors	
Date Adopted by the Board of Governors	28 February 2024
Policy Review Date	February 2025



Erne Integrated College

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GUIDANCE AND SUMMARY OF THE EQUAL OPPORTUNITIES POLICY

Erne Integrated College (EIC) is an Equal Opportunities Employer. It is the policy of the Authority to provide equality of opportunity to all persons regardless of their religious belief, political opinion, sex, pregnancy or maternity related issues, race, age sexual orientation, whether they are married or in a civil partnership, whether they are disabled, or whether they have undergone, are undergoing, or intend to undergo gender reassignment.

We do not discriminate against 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 are asking you to provide us with some personal information about yourself. We are doing this for two reasons:

- 1) To demonstrate our commitment to promoting equality of opportunity in employment. The information which you provide will assist us in measuring and developing the effectiveness of our equal opportunities policy and to develop any affirmative action policies.
- 2) We monitor the community background and sex of our job applicants and employees in order to comply with the monitoring regulations associated with the Fair Employment and Treatment Order (NI) 1998. If you answer the questions about 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. If you do not answer the question on community background, we are encouraged to use the residuary method of monitoring, which means that we will make a determination of your community background on the basis of the personal information supplied by you in your job application form and/or personnel file.

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

Access to this information will be strictly controlled and will not be available to those considering an application for employment. Monitoring will involve the use of statistical summaries of information in which the identity of individuals will not appear.

The information will only be used for monitoring the effectiveness of EIC's Equal Opportunities Policy and to comply with its obligations relating to monitoring, investigations or proceedings relating to the requirements of the Fair Employment and Treatment Order and other equality legislation which is applicable in Northern Ireland.