

**Fermanagh and Omagh District Council's Screening of Policies
in accordance with Section 75 of the Northern Ireland Act 1998**

March 2024 – November 2024

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
Corporate Health and Safety Policy	<p>Through the Corporate Health and Safety Policy, the Council aims to: -</p> <ul style="list-style-type: none"> • Identify the hazards associated with its work activities, assess the risks and record the management action required to reduce the risk of injury or ill health; • Provide and maintain safe plant, equipment and systems of work; • Ensure the safe use, handling, storage and transportation of articles, materials and substances; • Provide suitable and sufficient information, instruction, training and supervision to enable employees to identify hazards and minimise risks and ensure that they are aware of current preventive and protective measures in place; • Provide a safe place of work, with safe access and egress; 	<p>The management of Health and Safety is regarded as a key part of Council. The Corporate Health and Safety Policy describes the Council's Health and Safety Management System. This System is based on the publication by the Health and Safety Executive "Managing for safety and health' (HSG65). The Policy also sets out the responsibilities of all employees for Health and Safety in the workplace, and emphasises the additional roles that Elected Members, the Chief Executive, Directors, Heads of Service, Managers, Supervisors, Building Managers, Employees and the Corporate H&S function have in the Council's Health and Safety Management System.</p>	<p>Not be subject to an EQIA.</p> <p>This is a technical policy which sets out the Council's commitment to corporate Health and Safety. It has no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.</p> <p>The policy provided will comply with legislative requirements which has included mitigating measures to support various Section 75 groupings, such as pictorial warning signs and visual and audible alarms.</p>



Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
	<ul style="list-style-type: none">• Provide a healthy work environment, including adequate welfare facilities;• Provide adequate personal protective equipment when required;• Consult with safety representatives/employees on Health and Safety matters; and• Provide the necessary resources to achieve these standards.		
Funding Allocation Model for Festive Lighting	The Funding Allocation Model for Festive Lighting is used to provide an equitable way of allocating funding based on population figures.	The Funding Allocation Model for Festive Lighting is the method by which the budget for Festive Lighting is allocated to the towns, villages and small settlements (excluding Enniskillen and Omagh) for the purpose of providing festive lighting.	<p>Not be subject to an EQIA (with no mitigating measures required)</p> <p>Following this screening process, it is not anticipated that the revised Funding Allocation Model for Festive Lighting will have any adverse impacts upon any Section 75 category.</p> <p>The revised Funding Allocation Model for Festive Lighting will be implemented in a fair and equitable way to allocate funding to towns,</p>



Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
			<p>villages and small settlements within the District.</p> <p>The implementation of The Funding Allocation Model for Festive Lighting involves the offer of funding to community organisations regardless of Section 75 background.</p> <p>The overall impact of the revised Funding Allocation Model for Festive Lighting will be a more equitable way of allocating a funding resource within the District for everyone – regardless of their Section 75 background.</p>
Corporate Plan 2020-24: Delivering Sustainable Change Together	The Corporate Plan sets out the Council's strategic aims and priorities for the next four years identifying how, in that period, it will contribute to the Vision and outcomes set out in the Community Plan for the district 'Fermanagh and Omagh 2030' and how the Council will meet its legislative responsibilities.	The Council's Corporate Plan is its medium-term strategic plan, aligned to the Community Plan for the district which runs for the period to 2030.	<p>Not be subject to an EQIA (with no mitigating measures required).</p> <p>Following Screening, it is not anticipated that the Corporate Plan 2020-24 will have any adverse impacts</p>



Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
			<p>on any Section 75 Category. The strategy should have minor (positive) impacts on all Section 75 categories, including traditionally harder to reach groups. The Plan will follow an 'Outcomes Based Accountability' approach which brings an increased focus on ensuring that actions are having a positive impact.</p> <p>The strategy will be implemented consistently for everyone, regardless of their Section 75 Grouping.</p> <p>The most recent Residents Survey indicates a 70% satisfaction rate with the Council (albeit much higher for individual services) and the Plan aims to improve existing services and ultimately, improve satisfaction levels further.</p>

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
Data Protection Policy and Procedural Framework	<p>The aims of the policy are to:</p> <ul style="list-style-type: none"> • Provide assurance to our staff and the public that we seek to protect the information we hold and we use it for legitimate purposes; • Ensure Council meets the requirements of the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018 (DPA 2018); • Set out the standards expected by the Council in relation to processing of personal data and safeguarding individuals' rights and freedoms; and • Ensure that all appropriate staff are properly trained, kept fully informed of their obligations under the DPA 2018, and that they are aware of their personal data protection liabilities. 	<p>Fermanagh and Omagh District Council (FODC) needs to collect and use personal data about people with whom it works in order to operate and to carry out its functions. These may include members of the public, current, past and prospective staff, clients, customers and suppliers. In addition, the Council may be required to collect and use personal data in order to comply with legislative requirements.</p> <p>This personal data must be handled and dealt with properly, regardless of the way in which it is collected, recorded and used. The information may be on paper, in computer records or recorded by other means e.g. CCTV footage.</p> <p>Good Data Protection practice is not just a matter of legal compliance and ticking the boxes. Data Protection is about taking care of people and respecting their privacy. Poor information security leaves our systems and services at risk, can cause real harm and distress to individuals, and can have a detrimental effect on the reputation and financial position of the Council.</p>	<p>Not be subject to an EQIA (with no mitigating measures required).</p> <p>The Data Protection Policy and Procedural Framework is a technical policy which sets out the Council's commitment to protecting everyone's personal data. It has no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories. It protects everyone's data and applies to everyone and is not specific to any S75 category.</p>

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
		This policy contributes towards FODC's Corporate Plan by supporting effective governance of the Council and supporting our staff to act with integrity, which is one of our core values.	
Conflict of Interest Policy	<p>Fermanagh and Omagh District Council is committed to addressing the issue of conflicts of interest and therefore this policy seeks to ensure that conflicts of interest are identified and managed in a way that safeguards the integrity of employees and maximises public confidence in the Council's ability to deliver public services properly. This policy brings together existing best practice policies and provides guidance on potential conflict of interest situations that may be encountered by employees.</p> <p>All employees are expected to observe the highest standards of conduct and should, at all times, be guided by this Policy and the Code of Conduct for Local Government Employees.</p>	<p>At its most basic, a conflict of interest arises when an individual has two different interests that overlap. The policy uses the broad definition that is applicable across the public sector and is relevant to all Council employees:</p> <p><i>“A conflict of interest involves a conflict between the public duty and the private interest of a public official in which the official's private-capacity interest could improperly influence the performance of their official duties and responsibilities.”</i></p> <p>A conflict of interest can be an actual conflict, potential conflict or a perceived conflict of interest.</p> <p>The policy also outlines How to Declare an Interest.</p>	<p>Should not be subject to an EQIA.</p> <p>The impact of the policy is to provide a fair, equitable and consistent framework for addressing conflict of interest matters.</p> <p>At this time, there is no counter indication of an adverse impact on any S75 group as the aim of this policy to ensure that conflicts of interest are identified and managed in a way that safeguards the integrity of employees and maximises public confidence in the Council's ability to deliver public services properly. This policy has due regard to current employment legislation, case law, best</p>

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
			practice and professional advice.
Dignity at Work Policy	<p>The aim of this policy and the accompanying procedure is to prevent harassment and bullying in the workplace, provide guidance to resolve any problems should it occur and prevent recurrence.</p> <p>The policy also covers harassment which is not related to a protected characteristic and which can be classed as bullying.</p>	As part of its overall commitment to the promotion of equality of opportunity and good relations the Council is fully committed to promoting a good and harmonious working environment where every employee is treated with dignity and respect and in which no worker feels threatened or intimidated because of his or her sex, marital status, family status, religious belief, political opinion, disability, age, race or ethnic origin, sexual orientation, trade union membership/non membership or criminal record.	<p>Should not be subject to an EQIA</p> <p>The aim of the policy is to provide a fair, equitable and consistent framework for handling employee relations. At this time there is no counter indication of an adverse impact on any Section 75 group.</p>
Disciplinary Policy	The purpose of this procedure is to provide a fair, equitable and consistent framework for the handling of situations where disciplinary action against an employee of the Council is considered necessary.	<p>The main objective of this procedure is to give every employee an opportunity to improve their behaviour or conduct.</p> <p>This procedure will not be invoked until an employee has been advised of any allegation of unsatisfactory behaviour and has been given every reasonable assistance by way of advice, information, guidance, or training to achieve the desired standards.</p>	<p>Should not be subject to an EQIA.</p> <p>The impact of the policy is to provide a fair, equitable and consistent framework for handling disciplinary matters. At this time, there is no counter indication of an adverse impact on any S75 group. The policy provides a framework for handling work related</p>

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
			disciplinary matters and follows legislation and good practice guidelines ie LRA Code of Practice.
Grievance Policy	The purpose of this procedure is to provide a fair, equitable and consistent framework for handling work related grievances raised by Council employees.	<p>This procedure applies to all Council employees.</p> <p>Issues that may give rise to grievances and which are within the scope of this procedure may include:</p> <ul style="list-style-type: none"> • The implementation and application of the Council's terms and conditions of employment • Health and Safety • Personal relationships at work • New working practices • Working environment • Organisational change <p>This is not an exhaustive list.</p>	<p>Should not be subject to an EQIA</p> <p>The impact of the policies is to provide a fair, equitable and consistent framework for handling employee relations.</p> <p>At this time, there is no counter indication of an adverse impact on any S75 group.</p> <p>The policy provides a framework for handling work related grievances and follows legislation and good practice guidelines.</p>
Managing Attendance Policy	The objective of this policy is to adopt a balanced approach towards protecting and enhancing the interests and wellbeing of Council employees which contribute to the	The Council is committed to the ongoing development of a well-governed and continuously improving organisation which achieves excellence in service delivery as detailed in the Corporate Plan. The Human	<p>Should not be subject to an EQIA</p> <p>The impact of the policy is to provide a fair, equitable</p>



Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
	achievement of the Council's Corporate aims	<p>Resources Strategy sets out our aims around reward and recognition of employees, in particular we aim to promote health and well-being and implement appropriate measures to support employees who are experiencing ill-health. A key factor in the delivery of services is the availability of competent employees to provide quality services to residents, visitors, customers and colleagues in a timely manner.</p> <p>The Council recognises that high levels of attendance and team working positively contribute to the effective and efficient provision of services. Conversely, low levels of attendance result in service disruption, delays in the completion of work, lower staff morale, additional work pressures on staff covering the absence of colleagues, lower productivity and higher employment costs associated with temporary replacement cover. Employee absence can be costly for the Council, in terms of sick pay, payment for employment of additional staff and lost productivity.</p> <p>As an employer, the Council recognises it has a duty of care and responsibility for</p>	<p>and consistent framework for absence management matters.</p> <p>At this time, there is no counter indication of an adverse impact on any S75 group as the aim of this policy is to establish a framework within which employees' absence from work is managed fairly, compassionately and consistently with due regard to current employment legislation, case law, best practice and professional advice.</p>

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
		<p>the health, safety and wellbeing of its employees. The Council will provide a range of employee assistance programmes which offer general medical advice, individual confidential counselling services and a Healthcare Cash Plan Scheme which assists employees access various health and wellbeing treatments.</p> <p>To actively support the health and wellbeing of employees, the Council has established a Health and Wellbeing Group. This group supports the promotion of employee health and wellbeing and delivers improvement initiatives.</p>	
Fermanagh Lakeland Forum Redevelopment	<ul style="list-style-type: none"> • Provide fit for purpose indoor leisure facilities which will meet existing and future needs. • To support improving the health and wellbeing of the local population through increased involvement in healthy physical activity, sport and community engagement. • Increased participation in physical activity by individuals from currently underrepresented groups. • To provide a 'destination' to support the wider tourism offering including in Enniskillen. 	<p>FODC is redeveloping an existing provision and is considering two discrete but linked areas:</p> <ul style="list-style-type: none"> • New facilities and operating model post-redevelopment • Off-site provision during redevelopment <p>This document will look at the new facility and the operating model post-redevelopment of Fermanagh Lakeland Forum.</p>	<p>Not be subject to an EQIA (with mitigating measures /alternative policies).</p> <p>The scheme has been subject to extensive consultation with users, user groups and the public. This has included a full public consultation as part of the process of securing Planning Approval.</p>

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
	<ul style="list-style-type: none"> To contribute to the town centre recovery. To create a facility that meets or exceeds the NI standards for the carbon impact of new development and the ambition of the Council to be an exemplar for sustainable development. To create a financially sustainable range of indoor, outdoor, paid and free to use facilities 	<p>The current Fermanagh Lakeland Forum facility was built in 1976 and is 46 years old. The main structure has reached the end of its useful economic life and substantial remedial works are required. There are problems with the pool tank and major items of plant and equipment need to be replaced.</p> <p>It is anticipated operation costs will rise due to higher repair, maintenance and energy costs while income will fall as the facilities become less attractive to users.</p> <p>The plans for the redevelopment include:</p> <ul style="list-style-type: none"> State of the art leisure, health and wellbeing hub 8 lane swimming pool Separate learner pool Splash pad area for young children Gym facilities Community and multipurpose spaces Destination playpark Urban Sports park Replacement 3G sports pitch Outdoor events area New cycle and walkways and trails An active waterfront area: 	<p>During the design process FODC have engaged with the following stakeholders to ensure engagement and consultation with all section 75 groups: PlayBoard NI & Mae Murray Foundation, Willowbridge School, Disability Sport NI, Public Health Agency (PHA), FODC Disability Advisory Group.</p> <p>As a result of this engagement the design of the new leisure centre has incorporated specific measures to ensure specific section 75 categories have been addressed e.g. mother and baby changing, village changing and changing places facilities.</p> <p>Specifically, to FODC user groups and stakeholders, extensive consultation has taken place with users with</p>



Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
		<ul style="list-style-type: none">○ Space for activity providers to promote their services○ A watersports hub / point which includes a reception / gathering space from which there is access to changing rooms○ Outdoor sports changing rooms including accessible change, to include locker provisions○ Boating (non-motorised) floating pontoon platform and steps area to access water.• Improved pedestrian linkages to Enniskillen town centre• Designed to complement and enhance the natural and historical landscape & increase biodiversity <p>The redeveloped Forum will have an efficient plan, very high levels of insulation, and building orientation to maximise solar energy and reduce cooling. Having an all-electric plant means that the building can take advantage of forecasted increased proportion of green energy into the grid.</p>	<p>disabilities through the Disability Advisory Group/Access and Inclusion Advisory Group.</p> <p>This feedback has resulted in the project design including specific requirements of those stakeholders that were engaged and consulted from the section 75 category groups. Externally, the play park design will incorporate facilities for those with disabilities. Trails will incorporate accessible paths, adoptions for those with visual impairments, accessible fishing stands/jetty, etc. Internally the design will incorporate specific facilities that will meet the need of those section 75 groups.</p> <p>Whilst a full EQIA is not required for this project, the final design should be</p>

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
			<p>subjected to further consultation with disability user groups, including Disability Sport NI.</p> <p>Council has been proactive and adapted design plans to incorporate feedback from consultees in line with best practice and current regulations to support inclusion and target underrepresented groups. Council will revisit suitability of leisure centre provision, during final design phase.</p>
Outreach/Interim Service During Fermanagh Lakeland Forum (FLF) Redevelopment	<ul style="list-style-type: none"> Provide a contingency plan so the majority of the current Fermanagh Lakeland Forum facilities and programmes are available elsewhere, where possible, to ensure the health and wellbeing of the local population is continually supported. Continue to deliver the Council's Sports & Leisure Facilities Strategy. 	<p>The current Fermanagh Lakeland Forum (FLF) facility was built in 1976 and is almost 50 years old. The main structure has reached the end of its useful economic life and substantial remedial works are required. There are problems with the pool tank and major items of plant and equipment need to be replaced.</p> <p>It is anticipated operation costs will rise due to higher repair, maintenance and</p>	<p>Not be subject to an EQIA</p> <p>The Outreach/Interim Service during the Fermanagh Lakeland Forum Redevelopment has been based on the current provisions of the leisure centre and aims to provide a continued service for the public where possible, minimising impact.</p>



Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
		<p>energy costs while income will fall as the facilities become less attractive to users.</p> <p>The Council considered a range of options including managing the decline of the building and moving the building elsewhere within the site and off site. Planning approval was granted on 20 September 2023 to redevelop the existing leisure facility on its current, Enniskillen town centre waterfront site.</p> <p>Work on a full business case for the project is ongoing and it will examine all details of the redevelopment, including any service provision during the completion of any proposed works. It is hoped that the full business case will be presented to Council in Autumn 2024.</p> <p>FLF currently has 298,926 active users, it is an important facility for members, organisations and groups to deliver or participate in fitness and recreational activities and socialise.</p> <p>The Council's Outreach/Interim Service during the FLF redevelopment will ensure people within the district will have access</p>	<p>Mirroring the service provision, is what this project aims to do with the current service already in place. The current provision is informed by the Council's Sports & Leisure Facilities Strategy and aims to promote equality of opportunity and encourage section 75 categories to participate in physical activity.</p> <p>Although there are currently no Council run swimming pools in the same town, there are alternative private options – one in Enniskillen and 3 others between 8 and 17 miles away. An alternative arrangement will be put in place with a private operator, approximately 15 miles away, where the schools and learn to swim programmes will be</p>

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
		<p>to fitness and recreational activities while the FLF is closed, from December 2024 for circa 3-year period, for redevelopment.</p> <p>The current leisure centre provides a facility for birthday parties, fitness classes, gym, kids activities as well as access to a swimming pool, steam room, soft play areas, outdoor pitches, running track and more.</p> <p>Interim considerations, during the circa 3-year period that FLF will be closed, include delivering fitness and recreation via the following;</p> <ul style="list-style-type: none"> Gym and fitness class provision at an Enniskillen location. Enhancement of the leisure and fitness offering (opening hours and activity type) at Omagh Leisure Complex, Castle Park Leisure Centre and Bawnacre Centre. Increased recreation activity delivered at a local community level across Fermanagh to support health and wellbeing within communities. An alternative arrangement will be put in place with a private 	<p>delivered for the citizens of the region.</p> <p>There will also be more fitness classes and support for health and wellbeing within communities through:</p> <ul style="list-style-type: none"> Enhancement of the leisure and fitness offering (opening hours and activity type) at Castle Park Leisure Centre and Bawnacre Centre. Increased recreation activity delivered at a local community level across Fermanagh.

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
		<p>swimming pool operator, approximately 15 miles away, where schools and learn to swim programmes will be delivered for residents.</p> <ul style="list-style-type: none"> Groups that currently use FLF as a venue will be considered in the interim provision. <p>It is anticipated the 3G Pitch and Playpark will remain open for a period during the redevelopment. Access to the water will continue throughout the works.</p>	
Well Being Risk Assessment Policy	<p>To promote a culture which embraces good communication and employee involvement.</p> <p>To identify workplace stressors and conduct risk assessments to control risks from stress.</p> <p>To provide information and training for managers to enable them to identify and pursue organisational and work practices conducive to positive health and wellbeing.</p> <p>To provide appropriate information and training for staff and to allow them to change</p>	<p>Fermanagh and Omagh District Council is committed to working towards a workforce that is healthy in mind and body. The Council is aware that some duties within the organisation are unavoidably and inherently stressful and accepts its duty to ensure, as far as is reasonably practicable, that staff are protected from and trained to manage stressful situations. The Council will endeavour to provide a caring environment for all employees, and ensure that staff are supported by appropriate information, professional services and advice.</p>	<p>Should not be subject to an EQIA.</p> <p>The impact of the policy is to provide a fair, equitable and consistent framework conducting a wellbeing risk assessment. At this time, there is no counter indication of an adverse impact on any S75 group as the aim of this policy to promote a culture which</p>



Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
	<p>and identify issues which may lead to occupational stress and increase management skills.</p> <p>To increase awareness and understanding of causes of stress and the need to deal with causes as well as symptoms.</p> <p>To offer appropriate services such as confidential counselling, mentoring, coaching and information to those in need of support.</p> <p>To foster a supportive environment for those returning to work after a period of mental ill health.</p>		<p>embraces good communication and employee involvement and to identify workplace stressors and conduct risk assessments to control risks from stress.</p> <p>This policy has due regard to current employment legislation, case law, best practice and professional advice.</p>

For more information, or for copies of the Screening Matrix, please contact Fermanagh and Omagh District Council's Policy department via telephone on 0300 303 1777 or via email at consultations@fermanaghomagh.com

Consultation Response Questionnaire

Please outline any views or issues you have on any of the policies which have been screened by Fermanagh and Omagh District Council in accordance with Section 75 of the Northern Ireland Act 1998:

Responding

You can submit a response, or comments, via several methods including:

- Emailing: consultations@fermanaghomagh.com
- Posting to:

Fermanagh and Omagh District Council
Policy
2 Townhall Street
Enniskillen
Fermanagh
BT74 7BA

Fermanagh and Omagh District Council
Policy
Mountjoy Road
Lisnamallard
Omagh
Tyrone
BT79 7BL

Equality Opportunity Monitoring Sheet

Data Protection

Under Data Protection legislation, Fermanagh and Omagh District Council (the Data Controller) has a legal duty to protect any information it collects about you.

The information you provide on this 'Equal Opportunity Monitoring Sheet' will remain anonymous and will be used for the purpose of Equal Opportunity Monitoring only, and not for any other purpose.

Any information provided by you will not be disclosed to any other third party, unless law or regulation compels such a disclosure.

For more information, please visit the council's website at:

www.fermanaghomagh.com/your-council/privacy-statement/

Equal Opportunities

Section 75 of the Northern Ireland Act 1998 (the Act) requires Fermanagh and Omagh District Council (FODC) to have due regard to the need to promote equality of opportunity between:

- persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- men and women generally
- persons with a disability and persons without
- persons with dependants and persons without.

The Council has included equality monitoring to ensure feedback from various Section 75 categories is captured.

Section One (If you are responding as an individual only)

1. Religious Belief

Please indicate your community background, or the one you are most likely to be seen as, by ticking the appropriate box below:

I have a Protestant community background ☐

I have a Roman Catholic community background ☐

No Religion / Other ☐



2. Political Opinion

How would you describe your political opinion?

Unionist generally ☐ Nationalist generally ☐ Other/None ☐

3. Racial Group

Please tick one box below to indicate your race:

White ☐ Black African ☐ Black Caribbean ☐

Bangladeshi ☐ Chinese ☐ Black Other ☐

Pakistani ☐ Indian ☐

Are you a member of a Mixed Ethnic Group? Yes ☐ No ☐

Are you a member of the Irish Travelling Community? Yes ☐ No ☐

If you are of other ethnic origin, please specify in the space below:

4. Age

0-15 ☐ 16-29 ☐ 30-44 ☐ 45-59 ☐ 60-74 ☐ 75+ ☐

5. Marital Status

Civil Partnership ☐ Co-habiting ☐ Married ☐ Divorced ☐

Separated ☐ Single ☐ Widowed ☐

6. Sexual Orientation

How would you describe your sexual orientation?

Heterosexual ☐ Homosexual (Gay or Lesbian) ☐

Bi-sexual ☐ Prefer not to say or not stated ☐

Other sexual orientation ☐

7. Gender

Female ☐ Male ☐ Trans-gendered ☐

8. Disability

The Disability Discrimination Act (DDA) defines disability as a “physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day to day activities”.

Do you consider yourself to have a disability? Yes ☐ No ☐

If you answered ‘yes’, please indicate the nature of your impairment by ticking the appropriate box or boxes below:

- ☐ Physical impairment, such as difficulty using your arms, or mobility issues requiring you to use a wheelchair or crutches.
- ☐ Sensory impairment, such as being blind or having a serious visual impairment or being deaf or having a serious hearing impairment.
- ☐ Mental health condition, such as depression or Schizophrenia.
- ☐ Learning disability or difficulty, such as Down’s Syndrome or dyslexia, or Cognitive impairment, such as autistic spectrum disorder.
- ☐ Long-standing or progressive illness or health condition, such as cancer, HIV infection, diabetes, epilepsy or chronic heart disease.
- ☐ Other (please specify).

9. Dependants

Do you have a personal responsibility for the care of a child or children, a person with a disability or a dependant older person?

Yes ☐ No ☐