

**PRE-QUALIFICATION QUESTIONNAIRE – MODULE 3**

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<b>ADDITIONAL QUESTIONS ON EQUAL OPPORTUNITIES</b>		
1	Is it your policy as an employer to comply with the Race Relations Act 1976 as amended by Race Relations (Amendment) Act 2000, and is it your practice not to treat one group of people less favourably than others because of their colour, race, nationality, or ethnic origin in relation to decisions to recruit, train or promote employees?	Yes / No
2	Is it your policy to comply with the Disability Discrimination Act 1995?	Yes / No
3	Is it your policy to comply with The Employment Equality (Religion or Belief) Regulations 2003 and The Employment Equality (Sexual Orientation) Regulations 2003?	Yes / No
4	In the last three years has any finding of unlawful discrimination been made against your organisation by any court or industrial or employment tribunal?	Yes / No
5	In the last three years has your organisation been the subject of a formal investigation by the Commission for Racial Equality (CRE) on grounds of alleged unlawful discrimination?	Yes / No
6	If the answer to question 4 and / or 5 is “Yes”, what steps did your organisation take as a result of that finding or investigation?	
7	Is your policy on race relations and employment equality set out:	
7.1	In instructions to those employees concerned with recruitment, training and promotion?	Yes / No
7.2	In documents available to employees, recognised trade unions or other representative groups of employees?	Yes / No
7.3	In recruitment advertisements or other literature?	Yes / No
7.4	If we asked, could you provide relevant examples of the instructions, documents, recruitment advertisements or other literature?	Yes / No
8	Do you follow as far as possible the Commission for Racial Equality's Code of Practice for Employment as approved by Parliament in 1983, which gives practical guidance to employers and others on the elimination of racial discrimination and the promotion of equality of opportunity in employment including the steps that can be taken to encourage members of the ethnic minorities to apply for jobs or take up training opportunities?	Yes / No

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<b>EQUAL OPPORTUNITIES MONITORING</b>	
This information will only be used for statistical purposes	
1.	How would you classify the overall majority ownership or control of your firm?
1.1.	White British <input type="checkbox"/> Irish <input type="checkbox"/> Any other White background (please write in) .....
1.2.	Mixed White & Black Caribbean <input type="checkbox"/> White & Black African <input type="checkbox"/> White & Asian <input type="checkbox"/> Any other mixed background (please write in) .....
1.3.	Asian or Asian British Indian <input type="checkbox"/> Pakistani <input type="checkbox"/> Bangladeshi <input type="checkbox"/> Any other Asian background (please write in) .....
1.4.	Black or Black British <input type="checkbox"/> Caribbean <input type="checkbox"/> African Any other Black background (please write in) .....
1.5.	Chinese or other ethnic group Chinese <input type="checkbox"/> Any other background (please write in) .....