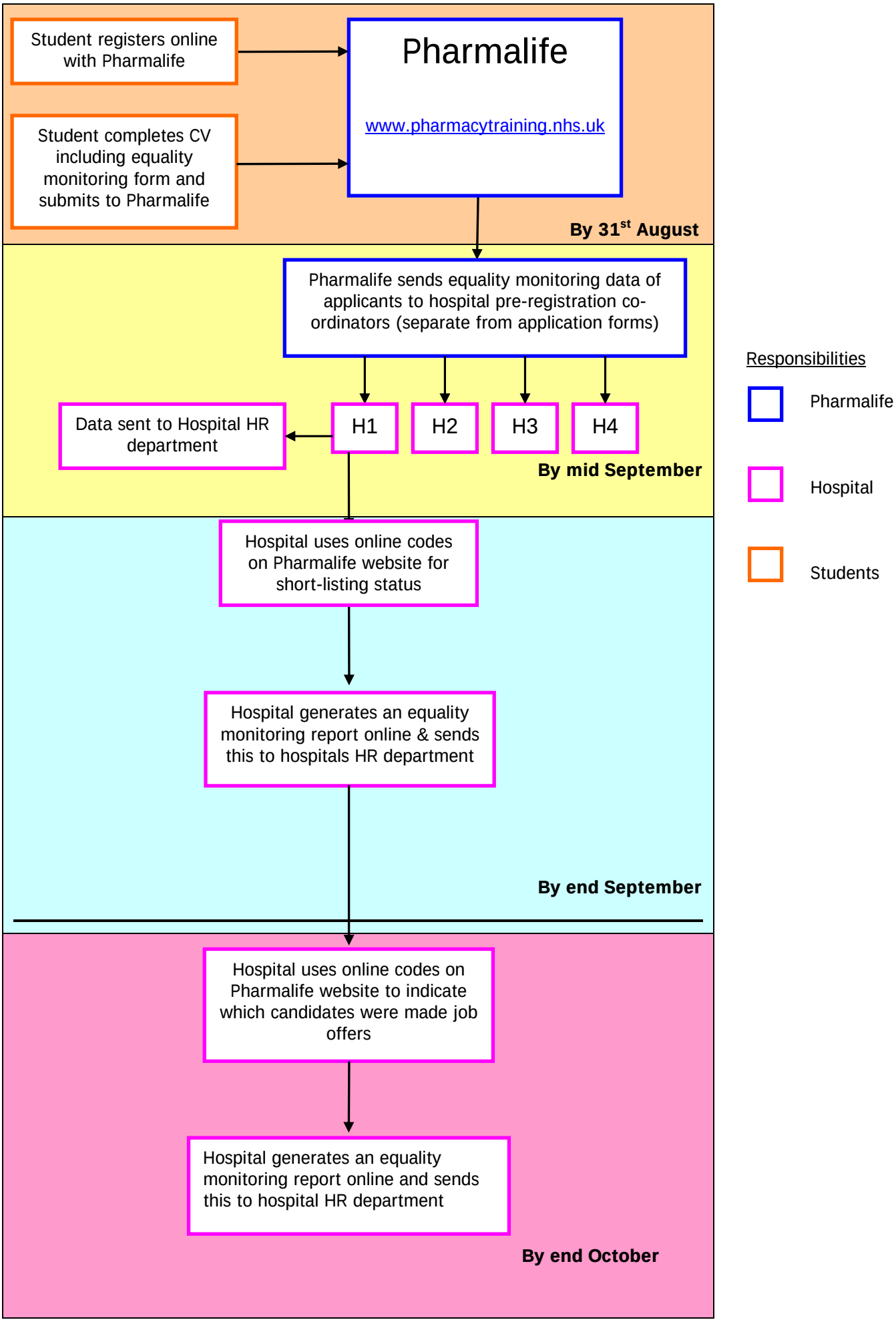Equality Monitoring for first round of recruitment