**Equality & Diversity Monitoring Form**

**Equal Opportunities, Diversity and Inclusion**

Sacro is committed to equal opportunities for all as set out in our Equality and Diversity policy, irrespective of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy, adoption or maternity or other considerations not justified in law which are irrelevant to the performance of the job.

To allow us to monitor our effectiveness, everyone who applies for a position with us is asked to complete Equal Opportunities information. Completion of this form is optional.

**Data Protection**

The information provided will not be shared with the interview panel and will not influence any part of the selection process. All information you disclose will be treated confidentially in line with the General Data Protection Regulations and will only be used for statistical and monitoring purposes. We hold this information for a period of three months.

1. **How would you describe your gender identity?**

I identify as male  I identify as female  I identify as neither male nor female

Prefer not to answer  I have another gender identity, please specify:

1. **Is your present gender the same as the gender you were assigned at birth?**

Yes No  Prefer not to answer

1. **What was your age last birthday?**

Under 11 11-15 16-18 19-24 25-34 35-44

45-54 55-64 65-74 75 and over  Prefer not to answer

1. **Which of the following best describes your sexual orientation?**

Heterosexual / straight  Gay  Lesbian  Bi-sexual  Other

Prefer not to answer

1. **Do you have a physical or mental health condition or illness lasting, or expected to last, 12 months or more?**

Yes  No  Do not know  Prefer not to answer,

**If you answered “Yes”, does this condition or illness affect you in any of the following areas? Otherwise, proceed to question 6.**

Vision (e.g. blindness or partial sight)

Hearing (e.g. deafness or partial hearing)

Mobility (e.g. walking short distances or climbing stairs)

Dexterity (e.g. carrying / lifting objects or using a keyboard)

Learning, understanding or concentrating

A long-term illness (e.g. diabetes, cancer, heart disease, epilepsy or HIV)

Memory

Mental Health

Stamina, breathing or fatigue

Socially or behaviourally (e.g. autism, ADHD or Asperger’s syndrome)

Prefer not to answer

Other, please specify:

1. **Please indicate which ethnic group you consider yourself to belong to?**

**White**

|  |  |
| --- | --- |
| White – Scottish  White – Other British  White – Irish  White – Gypsy / Traveller | White – Polish  White – Other European  Other White, please specify: |

**African, Caribbean, or Black**

|  |  |
| --- | --- |
| African, African Scottish, or African British  Caribbean, Caribbean Scottish, or Caribbean British | Black, Black Scottish, or Black British  Other Black, please specify: |

**Asian**

|  |
| --- |
| Indian, Indian Scottish, or Indian British  Pakistani, Pakistani Scottish, or Pakistani British  Bangladeshi, Bangladeshi Scottish, or Bangladeshi British  Chinese, Chinese Scottish, or Chinese British  Other Asian, please specify: |

**Arab**

Arab, Arab Scottish, or Arab British

**Mixed or Multiple Ethnic Groups**

Any mixed or multiple ethnic groups, please specify:

**Other/Unknown**

Any other ethnic group, please specify:

Ethnicity not known

Prefer not to answer

1. **Please indicate which religion or belief you consider yourself to belong to?**

Church of Scotland  Buddhist

Roman Catholic  Sikh

Other Christian  Hindu

Muslim  Pagan

Jewish  Prefer not to answer

No belief or religion  Other, please specify:

**Thank you for taking the time to complete this equality monitoring form.**