**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.**