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| **SWA EQUALITY AND DIVERSITY MONITORING FORM**  **Position applied for: Building Capacity Development Worker** |

Scottish Women's Aid believes that equality for all is a basic human right and actively opposes all forms of unlawful and unfair discrimination. Scottish Women's Aid celebrates the diversity of society and is striving to promote and reflect that diversity within our organisation. To assist in the monitoring of our practice, applicants for posts with Scottish Women’s Aid are asked to provide the information below. You do not **have** to answer any or all of the questions, but we hope you will.

This document may be returned **separately** from your application if you wish. The information you provide will be treated in the strictest confidence, will not be connected to any individual applicant and will not be available to members of the selection panel.

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| **1. Gender** | Male | Female | Transgender |  |
|  | Other | Prefer not to say |  |  |

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| **2. Are you married or in a civil partnership?** | Yes | No | Prefer not to say |  |

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| **3. Age** | 16-24 | 25-29 | 30-34 | 35-39 | 40-44 |  |
|  | 45-49 | 50-54 | 55-59 | 60-64 | 65+ |  |
| Prefer not to say | |  |  |  |  |  |

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| **4. How would you describe your national identity?** | English | Welsh | Scottish |  |
| Northern Irish | British | Other | Prefer not to say |

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| **5. What is your ethnicity?**  Ethnic origin categories are not about nationality, place of birth or citizenship. They are about the ethnic group to which you belong. Please indicate your ethnic origin by ticking the appropriate box. | | | | | | | | | | | |
| **5A. White** | English | Scottish | | | Other White background | | | | Northern Irish | | |
|  | Irish | Welsh | | | Gypsy or Irish Traveller | | | | Prefer not to say | | |
| **5B. Mixed/ multiple ethnic groups** | | | White & Black Caribbean | | | | White & Black African | | | White & Asian | |
| Any other mixed background | | | | | | | Prefer not to say | |
| **5C. Asian/Asian British** | | | | Indian | | Pakistani | | Bangladeshi | | | Chinese |
| Any other Asian background | | | | | | | | | | | |

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| **5D. Black/ African/ Caribbean/ Black British** | | | African | Caribbean |
| Any other Black/African/Caribbean background | | | | Prefer not to say |
| **5E. Other ethnic group** | Arab | Any other ethnic group | | Prefer not to say |

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| **6. Do you consider yourself to be disabled?** | Yes | No | Prefer not to say |  |
| *Any information you provide here will be used for monitoring purposes only – if you need a ‘reasonable* *adjustment’, then please contact us on 0131 226 6606. We will take reasonable steps to meet your* *particular needs.* | | | |  |

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| **7. What is your sexual orientation?** | Heterosexual/straight | Gay man | Other |  |
| Gay woman/lesbian | Bisexual | Prefer not to say |  |

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| **8. What is your religion/belief?** | | Muslim | Christian | Hindu | No religion |
|  | Buddhist | Sikh | Jewish | Other | Prefer not to say |

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| **9. What is your current working pattern?** | Full-time | Part-time | Prefer not to say |

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| **10. What is your flexible working arrangement?** | None | Flexi-time | Staggered hours |
| Term-time hours | Homeworking | Annualised hours |
|  | Job-share | Flexible shifts | Compressed hours |
|  |  | Other | Prefer not to say |

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| **11. Do you have caring responsibilities?**  **If yes please tick all that apply.** | None | Primary carer of a child/children (under 18) |
| Secondary carer | Primary carer of disabled child/children |
| Other | Primary carer of older person (65+) |
| Prefer not to say | Primary carer of disabled adult (18 and over) |

**By completing this form you have helped us better understand how we, as an employer, ensure equality of opportunity for all. Thank you for completing this form.**