

Fresh Start (Scotland) wants to meet the aims and commitments set out in its Equal Opportunities Policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

Fresh Start (Scotland) strives to ensure equality of opportunity in its volunteering and employment policies and therefore we have decided to monitor our recruitment practices. This will help us identify areas of under representation in our workforce and to assess those areas where positive action is needed. In order that we can monitor each stage of the recruitment process, you are invited to complete this form on application.

Your co-operation in completing this form would be greatly appreciated but filling in this form is voluntary. We must stress that any information you give will be strictly confidential and will be processed in accordance with data protection laws, namely the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679). If you do not wish to answer any question(s), this will not affect your application in any way.

We wish to give you the following assurances:

• The information provided will not form the basis of any part of selection;

• All information will be regarded as confidential; and

• This information will only be used for statistical purposes to monitor the composition of the service.

By completing this form, you give your consent for the information to be processed in accordance with the Fresh Start Privacy Notice for Candidates for the purposes of recruitment and employment. Fresh Start will only store this information as outlined above.

**I confirm I understand and agree to the processing of this information**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender** | | | | |
| Male | Female | Transgender | Other | Prefer not to say |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Age** | | | | | |
| 16-24 | 25-34 | 34-44 | 45-54 | 55-64 | 65+ |
| Prefer not to say | | | | | |

|  |  |  |
| --- | --- | --- |
| **Do you consider yourself to have a disability?** | | |
| Yes | No | Prefer not to say |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **What is your religion or belief?** | | | | | | | |
| Christian | | Muslim | | Hindu | | Buddhist | |
| Sikh | | Jewish | | Other | | No religion or belief | |
| Prefer not to say | | | | | | | |
|  | | | | | | | |
| **What is your ethnicity?** | | | | | | | |
| White | | | | | | | |
| Scottish | English | | Welsh | | Irish | | Other |
| British | Irish Traveller | | Prefer not to say | | | | |
| Mixed/Multiple ethnic group | | | | | | | |
| White & Black Caribbean | | White & Black African | | White & Asian | | Other mixed background | |
| Prefer not to say | | | | | | | |
| Asian / Asian British | | | | | | | |
| Indian | | Pakistani | | Bangladeshi | | Chinese | |
| Other | | | | Prefer not to say | | | |
| Black / African / Caribbean / Black British | | | | | | | |
| African | | Caribbean | | Any other black, African or Caribbean | | | |
| Prefer not to say | | | | | | | |
| Other ethnic group | | | | | | | |
| Arab | | | | Any other ethnic group | | | |
| Prefer not to say | | | | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **What is your sexual orientation?** | | | | |
| Heterosexual | Gay | Lesbian | Bisexual | Other |
| Prefer not to say | | | | |