Environmental Rights Centre for Scotland (ERCS)

Recruitment equalities monitoring form

Accessibility: If you need this form in a different format that is more accessible to you, please telephone us on 0131 358 0038 or email jobs@ercs.scot.

ERCS is committed to promoting equality, diversity and inclusion for all, ensuring that no employee, or potential employee, receives less favourable treatment on the grounds of their sex, gender identity, race, ethnic or national origin, disability, sexual orientation, marital status, religion or belief, age, trade union membership, or any other personal characteristic. Diversity is viewed positively, in recognising that everyone is different, and valuing the unique contribution that everyone’s experience, knowledge and skills can make.

As part of our commitment to promoting fair procedures for recruitment and selection and monitoring our staff and volunteer population, we ask all applicants to complete this Equalities Monitoring Form. Completing this form is voluntary and the information is collected on a confidential basis and will be used solely for monitoring purposes.

All personal data will be processed and stored in accordance with [**ERCS’s Privacy Policy**](https://www.ercs.scot/privacy-policy/) in line with the Data Protection Act 2018.

|  |  |
| --- | --- |
| **Post applied for** |  |

Age

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| [ ]  16 – 24 | [ ]  25 – 44 | [ ]  45 - 64 | [ ]  65 - 74 | [ ]  75 +  |

Sex

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  Female | [ ]  Male | [ ]  In another way | [ ]  Prefer not to say |

**If you describe your sex in another way, please write in:** ………………….

Disability

The Equality Act 2010 defines disability as ‘a physical or mental impairment’ which has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities.

This may include dyslexia, autism, multiple sclerosis, blindness, partial sightedness, a long-term health condition and other examples. We encourage you to [**refer to this resource for more information**](https://www.citizensadvice.org.uk/law-and-courts/discrimination/protected-characteristics/what-counts-as-disability/).

**Do you consider yourself to be disabled under the Equality Act 2010 definition?**

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  Yes | [ ]  No | [ ]  Don’t know | [ ]  Prefer not to say |

Beyond the Equality Act, we support the Social Model for disability, and recognise that people are disabled by barriers people experience in all areas of life, including the workplace.

Ethnicity

**Please choose ONE section in the table below, then tick ONE box which best describes your ethnic group or background, or describe your ethnicity in the space provided.** Categories are based on the Scotland’s 2022 Census, listed in alphabetical order.

|  |  |  |
| --- | --- | --- |
| **African, Scottish African, or British African** | **Asian, Scottish Asian or British Asian** | **Caribbean or Black** |
| Please write in (for example, Nigerian, Somali):…………………………… | [ ]  Indian | Please write in (for example, Scottish Caribbean, Black Scottish):…………………………… |
| [ ]  Pakistani |
| [ ]  Bangladeshi |
| [ ]  Any other Asian background, please write in:…………………………… |
| **Mixed or multiple ethnic groups** | **Other ethnic group** | **White** |
| Any mixed or multiple ethnic groups, please write in:…………………………… | [ ]  Arab, Scottish Arab or British ArabOther, please write in (for example, Sikh, Jewish):…………………………… | [ ]  Scottish[ ]  Other British[ ]  Gypsy / Traveller [ ]  Roma [ ]  Showman / Showwoman[ ]  Any other white background, please write in:…………………………… |

Religion or belief

**Which group below do you most identify with?**

|  |  |  |
| --- | --- | --- |
| [ ]  None | [ ]  Church of Scotland | [ ]  Roman Catholic |
| [ ]  Other Christian, please write in: …………………………… | [ ]  Muslim, please write in denomination or school:…………………………… | [ ]  Hindu  |
| [ ]  Buddhist  | [ ]  Sikh  | [ ]  Jewish  |
| [ ]  Pagan | [ ]  Any other religion or body, please write in:…………………………… | [ ]  Prefer not to say |

Gender identity

**How do you describe your gender identity?**

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  Woman | [ ]  Man | [ ]  In another way | [ ]  Prefer not to say |

**If you describe your gender identity in another way, please write in** ……………………….

**Do you consider yourself to be trans or have a trans history?**

(Trans is a term used to describe people whose gender is not the same as the sex they were registered at birth)

|  |  |  |
| --- | --- | --- |
| [ ]  Yes | [ ]  No | [ ]  Prefer not to say |

**Sexual orientation**

**How would you describe your sexual orientation?**

|  |  |  |
| --- | --- | --- |
| [ ]  Straight/Heterosexual  | [ ]  Gay or Lesbian | [ ]  Bisexual |
| [ ]  Prefer not to say | If you describe your sexual orientation in another way, please write in:………………………………………………………………………………. |

Date…………………….

Thank you for providing this information.

**Please email to** **jobs@ercs.scot** **together with your completed application form.**