Ross-Shire Women’s Aid places equality at the heart of everything that we do. We are committed to being an equal opportunities employer which sets high standards in recruitment and selection.

We ask that you provide information to help us monitor:

* Whether applications are being received from a broad cross-section of women
* Whether our recruitment, selection procedures and working practices are fair
* Whether our policies meet the diverse needs of our employees and volunteers.

You do not have to complete every section of this form, but the more information we have the more reliable our statistics will be. We will separate this part of the form from the application form. It will not form part of the selection process. If you would like us to consider making a reasonable adjustment which will help you at interview, please let us know as soon as possible. This information will be treated in the strictest of confidence.

|  |
| --- |
| **What is the name of the position which you are applying for?**  |
| **How many hours per week is the role?** |
| **How would you describe your sexual orientation?**

|  |  |
| --- | --- |
| Gay/Lesbian | [ ]  |
| Heterosexual/ Straight | [ ]  |
| Bisexual | [ ]  |
| Other | [ ]  |
| Prefer not to say  | [ ]  |
|  |  |

 |
| **Have you ever identified as being transgender?**Yes [ ]  No [ ]  Prefer not to say [ ]  |
| **Disability**The Equality Act 2010 defines a disability as a physical or mental impairment which has a substantial and long-term adverse effect on ability to perform normal day-to-day activities.**Do you consider yourself to have a disability as defined by the Act?**Yes [ ]  No [ ]  Prefer not to say [ ] **If yes, please select from the following:**

|  |  |
| --- | --- |
| Learning Disability  | [ ]  |
| Long standing illness | [ ]  |
| Mental Health Condition  | [ ]  |
| Physical Impairment  | [ ]  |
| Sensory Impairment  | [ ]  |
| Other | [ ]  |

  |
| **Have you undergone, are you undergoing, or do you intend to undergo gender reassignment?** Yes [ ]  No [ ]  Prefer not to say [ ]  |
| **Which age bracket do you fall into?**

|  |  |
| --- | --- |
| 24 and under | [ ]  |
| 25 to 34 | [ ]  |
| 35 to 44 | [ ]  |
| 45 to 54 | [ ]  |
| Over 55 | [ ]  |
|  |  |

 |
| **Ethnicity**

|  |  |  |  |
| --- | --- | --- | --- |
| **White** |  | **Mixed or multiple ethnic groups** |  |
| Scottish | [ ]  | Mixed or multiple ethnic groups | [ ]  |
| English | [ ]  |  |  |
| Welsh | [ ]  | **Asian, Asian Scottish or Asian British** |  |
| Northern Irish | [ ]  | Pakistani, Pakistani Scottish or Pakistani British | [ ]  |
| British | [ ]  | Indian, Indian Scottish or Indian British | [ ]  |
| Irish | [ ]  | Bangladeshi, Bangladeshi Scottish or Bangladeshi British | [ ]  |
| Gypsy/ Traveller | [ ]  | Chinese, Chinese Scottish or Chinese British  | [ ]  |
| Polish | [ ]  |  |  |
|  |  |  |  |
| **Other ethnic group** |  | **African, Caribbean or Black**  |  |
| Arab | [ ]  | African, African Scottish or African British | [ ]  |
| Other group (please write) |       | Caribbean, Caribbean Scottish or Caribbean British | [ ]  |
|  |  | Black, Black Scottish or Black British | [ ]  |

 |
| **Religion and Belief**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  |  |  |
| None | [ ]  | Sikh | [ ]  |
| Church of Scotland | [ ]  | Jewish | [ ]  |
| Roman Catholic | [ ]  | Hindu | [ ]  |
| Other Christian | [ ]  | Pagan | [ ]  |
| Muslim | [ ]  | Other (please write) |       |
| Buddhist | [ ]  |  |  |

 |
| **Do you have dependents?** Yes [ ]  No [ ]  Prefer not to say [ ]  |
| **Do you have caring responsibilities?** Yes [ ]  No [ ]  Prefer not to say [ ]  |
| **Please tell us how you found out about this opportunity with Ross-Shire Women’s Aid** |