# Equality and diversity monitoring form

Friends of Scottish Settlers (FOSS) aims to be an equal opportunities employer and strives to meet the objectives and commitments set out in its Equalities Policy. This involves building an accurate picture of the workforce and applicants’ make-up to understand how we can improve and maintain equality and diversity. We are also legally bound not to discriminate under the Equality Act 2010. The organisation needs your help and co-operation to enable this. However, filling in this form is voluntary. The answers you give will be confidential, separated from any information that could link you with the information provided, and will be used for organisational monitoring purposes.

If you have any questions about the form, please email [recruitment@cvsfalkirk.org.uk](mailto:recruitment@cvsfalkirk.org.uk)

Please return the completed form to [recruitment@cvsfalkirk.org.uk](mailto:recruitment@cvsfalkirk.org.uk)

**Gender:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Prefer not to say ☐

Is your gender the same as the one registered at your birth?

Yes ☐ No ☐

Prefer not to say ☐

**Sexual orientation:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (e.g. heterosexual, gay/lesbian, bisexual, asexual, pansexual, undecided)

Prefer not to say ☐

**Age:** How old are you?

16-20 years ☐ 21-30 years ☐

31-40 years ☐ 41-50 years ☐

51-60 years ☐ 61-65 years ☐

Over 65 years ☐ Prefer not to say ☐

**Religion or belief:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (e.g. Buddhist, Christian, Hindu, Jewish, Muslim, None, Sikh)

Prefer not to say ☐

**Ethnicity**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box or write in. Categories have been recommended by the Commission for Racial Equality.

**Asian, Asian Scottish or Asian British**

Indian ☐ Pakistani ☐

Bangladeshi ☐ Chinese ☐

Prefer not to say ☐

Any other Asian background, please write in: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Black, Black Scottish or Black British**

African ☐ Caribbean ☐

Prefer not to say ☐

Any other Black background, please write in: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Mixed**

Any mixed background, please write in: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Prefer not to say ☐

**White**

Scottish ☐ Other British ☐ Irish ☐

Prefer not to say ☐

Any other white background, please write in: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Other ethnic background**

Any other background, please write in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Prefer not to say ☐

**Do you consider yourself to have a disability or health condition?**

Yes ☐ No ☐

Prefer not to say ☐

What is the effect or impact of your disability or health condition on your work? Please write in here:

*The information in this form is for monitoring purposes only. If you believe you need a reasonable adjustment, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.*

**Do you have caring responsibilities?** Please tick all that apply

None ☐

Primary carer of a child/children (under 18) ☐

Primary carer of disabled child/children ☐

Primary carer of disabled adult (18 and over) ☐

Primary carer of older person ☐

Secondary carer (another person carries out the main caring role) ☐

Prefer not to say ☐