**Equality & Diversity Monitoring Form**

**Confidential – For Monitoring Purposes Only**  
Remake Scotland is committed to promoting fairness, equality, and diversity. We want to ensure that our recruitment processes are inclusive and free from discrimination. To help us monitor and improve our practices, we ask that you complete this voluntary form.

This information is **kept separate** from your application, is **anonymous**, and will **not be used to assess your suitability for the role**. You are under no obligation to complete this form, and choosing not to do so will not affect your application.

**1. Age**

What is your age group?  
☐ Under 18   
☐ 18–24  
☐ 25–34  
☐ 35–44  
☐ 45–54  
☐ 55–64  
☐ 65+  
☐ Prefer not to say

**2. Sex / Gender Identity**

What is your sex assigned at birth?  
☐ Female  
☐ Male  
☐ Intersex  
☐ Prefer not to say

Is your gender identity the same as the sex you were assigned at birth?  
☐ Yes  
☐ No  
☐ Prefer not to say

How do you describe your gender identity? (Optional)  
☐ Woman  
☐ Man  
☐ Non-binary  
☐ Prefer to self-describe: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
☐ Prefer not to say

**3. Disability**

Do you consider yourself to have a disability or long-term health condition?  
☐ Yes  
☐ No  
☐ Prefer not to say

If yes, and you'd like to share, please describe (optional):

**4. Ethnic Group**

How would you describe your ethnic background?

**White**  
☐ Scottish  
☐ Other British  
☐ Irish  
☐ Gypsy/Traveller  
☐ Polish  
☐ Any other White background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Mixed or Multiple Ethnic Groups**  
☐ Any Mixed or Multiple ethnic background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Asian, Asian Scottish or Asian British**  
☐ Indian  
☐ Pakistani  
☐ Bangladeshi  
☐ Chinese  
☐ Any other Asian background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Black, Black Scottish or Black British**  
☐ African  
☐ Caribbean  
☐ Any other Black background (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Other Ethnic Group**  
☐ Arab  
☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

☐ Prefer not to say

**5. Religion or Belief**

What is your religion or belief?  
☐ No religion  
☐ Church of Scotland  
☐ Roman Catholic  
☐ Other Christian  
☐ Muslim  
☐ Jewish  
☐ Hindu  
☐ Buddhist  
☐ Sikh  
☐ Pagan  
☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
☐ Prefer not to say

**6. Sexual Orientation**

How would you describe your sexual orientation?  
☐ Heterosexual / Straight  
☐ Gay man  
☐ Lesbian / Gay woman  
☐ Bisexual  
☐ Asexual  
☐ Pansexual  
☐ Prefer to self-describe: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
☐ Prefer not to say

**7. Caring Responsibilities**

Do you have any caring responsibilities? (e.g., for children, elderly relatives, disabled family members)  
☐ Yes  
☐ No  
☐ Prefer not to say

Thank you for taking the time to complete this form. Your response will help us monitor diversity, uphold our commitment to equality, and improve future recruitment practices.