ABWA aims to be recognised as an equal opportunities’ organisation, which sets exemplary standards in recruitment and selection. We intend to ensure equal opportunity employment becomes a reality in practice and not simply a paper commitment.

To achieve the above aim, and check the effectiveness of our Equal Opportunities Policy, we monitor a range of areas where people may experience discrimination.

You do not have to answer any or all of the questions but the more information we have the more reliable our statistics will be.

The information which you provide will help us to monitor:

* Whether applications are being received from a broad cross-section of people
* Whether people appointed represent a cross-section of those who apply
* Whether our recruitment, selection procedures and working practices, are fair
* Whether our policies meet the diverse needs of our employees and volunteers

**What will happen to my form?**

The monitoring form will not be used in any part of the selection procedure and will not be seen by any member in the recruitment group. This document can be returned separately from your application if you wish and treated in the strictest confidence.

**What happens to the information?**

The information you provide will help us to monitor and review our recruitment and selection procedure. Details of individuals will **not** be identifiable from any statistical information we produce.

**What if I have any questions?**

Please do not hesitate to contact Argyll and Bute Women’s Aid using the contact information provided in your application pack.

**Please note that by returning this monitoring form you are consenting for these details to be held on computer.**

|  |  |
| --- | --- |
| Are you applying for: | Full-time Part-time Job Share |
| Is this post: | Permanent Temporary |
| What age are you: | 18-24 25-34 35-44 45-54 55-64 65+ |

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

|  |  |
| --- | --- |
| Do you consider that you have a disability? | Yes No |
| If answered Yes, please state nature of disability: |  |
| **Please circle or highlight the one of the below that best describes your sexual orientation**    Asexual  Bisexual  Gay  Lesbian  Heterosexual/ Straight  Pansexual  Queer  Questioning  Other (if other please specify here) | |

ETHNICITY (as defined by Scotland’s 2011 Census)

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please chose ONE section from A to F, then tick ONE box which best describes your ethnic group or background.

Choose **one** section from A to F – then tick the appropriate box to indicate your cultural background:

**A White**

☐Scottish ☐ English ☐ Welsh ☐ Northern Irish ☐British

☐ Irish ☐ Gypsy/Traveller ☐ Polish ☐ Spanish

☐ Other

If other, please specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

B) Any mixed or multiple ethic groups

☐ Please tick and write \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

C) Asian, Asian Scottish, or Asian British

☐ Pakistani, Pakistani Scottish or Pakistani British

☐ Indian, Indian Scottish, or Indian British

☐ Bangladeshi, Bangladeshi Scottish or Bangladeshi British

☐ Chinese, Chinese Scottish or Chinese British

D) African, Caribbean, or Black

☐ African, African Scottish, or African British

☐ Caribbean, Caribbean Scottish or Caribbean British

☐ Black, Black Scottish, or Black British

☐ Other: please tick and write in\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

E) Other ethnic group

☐ Arab

☐ Other: please tick and write in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

F) prefer not to say \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. What is your religion, if any?

☐ None

☐ Buddhist

☐ Church of Scotland

☐ Christian – other

☐ Hindu

☐ Humanist

☐ Jewish

☐ Muslim

☐ Pagan

☐ Roman Catholic

☐ Sikh

☐ Other If ‘Other’, please specify:

☐ Prefer not to say

1. What is your current employment status?

☐ Employed (part-time hours)

☐ Employed (full-time hours)

☐ Self-employed

☐ Student/graduate

☐ Unemployed

☐ Retired

☐ Looking after home and/or family

☐ Prefer not to say

1. What is your marital status?

☐ Civil Partnership

☐ Divorced

☐ Living with someone

☐ Married

☐ Separated

☐ Single

☐ Widowed

☐ Prefer not to say

1. Do you have any caring responsibilities? Tick all that apply:

☐ Adults

☐ Children

☐ Elderly

☐ None

☐ Prefer not to say

1. Please state where you saw this vacancy advertised:

☐ Goodmoves

☐ Website

☐ Facebook

☐ Other

**Thank you for completing this form**