

Equality and Diversity Monitoring Form

Spina Bifida Hydrocephalus Scotland wants to meet the aims and commitments set out in its equality, diversity and inclusion policy. This includes not discriminating under the Equality Act 2010 and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary.

Gender

Man Woman Non-binary Intersex Prefer not to say

If you prefer to use your own term, please specify here

Marital Status

Are you married or in a civil partnership?

Yes No Prefer not to say

Age

16-24 25-29 30-34 35-39 40-44 45-49

50-54 55-59 60-64 65+ 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

White

English Welsh Scottish Northern Irish Irish British

Gypsy or Irish Traveller Prefer not to say

Any other white background, please specify here

Mixed/multiple ethnic groups

White and Black Caribbean White and Black African White and Asian

Prefer not to say Any other mixed background, please specify here

Asian/Asian British

Indian Pakistani Bangladeshi Chinese Prefer not to say

Any other Asian background, please specify here

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Ethnicity Continued

Black/ African/ Caribbean/ Black British

African Caribbean Prefer not to say

Any other Black/African/Caribbean background, please specify here

Other Ethnic Group

Arab Prefer not to say

Any other ethnic group, please specify here

Health

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 ability to give your best at work? Please specify 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.

Sexual Orientation

What is your sexual orientation?

Heterosexual Gay Lesbian Bisexual Prefer not to say

If you prefer to use your own term, please specify here

Religion

What is your religion or belief?

Buddhist Christian Hindu Jewish Muslim Sikh

No religion or belief Prefer not to say

If other religion or belief, please specify here

Working Pattern

Full-time Part-time Prefer not to say

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Working Arrangement

None Flexi-time Staggered hours Term-time hours Annualised hours

Job-share Flexible shifts Compressed hours Homeworking Prefer not to say

If other, please specify here

Responsibilities

Do you have caring responsibilities? If yes, please tick all that apply

Primary carer of a child/children (under 18) Primary carer of older person

Primary carer of disabled child/children Primary carer of disabled adult (18 and over)

Secondary carer (another person carries out the main caring role) None

Prefer not to say
