The elimination of discrimination, harassment, victimisation, and other conduct prohibited under the Equality Act 2010 and the advance of equality of opportunity and fostering good relations are at the heart of Duncan Place SCIOs activities. Duncan Place SCIO is committed to equal opportunities in employment, with the aim of ensuring that everyone who applies to work for us receives fair treatment and we positively encourage applications from suitably qualified and eligible candidates regardless of age, disability, race, sex, gender reassignment, sexual orientation, religion or belief, marriage and civil partnership and caring status.

The information you provide on this form will be used to help achieve that commitment.

Effective monitoring is an important means of measuring our performance and progress towards our equality and diversity goals. The collated information will not only help Duncan Place SCIO demonstrate compliance with the law but will also assist in concentrating efforts on achieving a truly inclusive and diverse workforce.

To help us achieve this aim we ask you to complete this monitoring form. We collate equality information on age, disability, race, sex, gender reassignment, sexual orientation, religion or belief, marriage and civil partnership, and caring status.

The request for this information and how it is used is within the scope of the Data Protection Act 2018 which allows for the collation and reporting of sensitive data for monitoring purposes.

Where relevant the information may be used to assist us in the delivery of equal opportunity measures.

**Please choose one option from each of the sections listed below and then tick or place an X in the appropriate box**.

## Your age

|  |  |
| --- | --- |
| Under 18 |  |
| 18 – 24 |  |
| 25 – 34 |  |
| 35 – 44 |  |
| 45 – 54 |  |
| 55 – 64 |  |
| 65+ |  |
| Do not wish to declare |  |

1. Your disability

## Duncan Place SCIO believes that people are disabled by the barriers society places in their way and not by their own impairments. Providing this information will allow us to monitor our commitment to promoting diversity and developing a workplace environment where all staff are treated with dignity and respect.

## Using this definition, do you consider yourself to have a disability?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Do not wish to declare |  |

## Your ethnic group

(These are based on the Census 2011 categories, and are listed alphabetically)

## Asian/ Asian British

|  |  |
| --- | --- |
| Bangladeshi |  |
| Chinese |  |
| Indian |  |
| Pakistani |  |
| Any other Asian background (specify below if you wish) |  |
|  | |

## Black/ African/ Caribbean/ Black British

|  |  |
| --- | --- |
| African |  |
| Caribbean |  |
| Any other Black/ African/ Caribbean background (specify below if you wish) |  |
|  | |

## Mixed/ Multiple Ethnic Groups

|  |  |
| --- | --- |
| White and Asian |  |
| White and Black African |  |
| White and Black Caribbean |  |
| Any other Mixed background (specify below if you wish) |  |
|  | |

## Other Ethnic Group

|  |  |
| --- | --- |
| Arab |  |
| Any other Ethnic Group |  |

## C. Your ethnic group (contd)

## White

|  |  |
| --- | --- |
| British/ English/Welsh/Scottish/Northern Irish |  |
| Gypsy or Irish Traveller |  |
| Irish |  |
| Any other White background (specify if you wish) |  |
|  | |

**Do not wish to declare**

|  |  |
| --- | --- |
| Do not wish to declare |  |

## Your gender

|  |  |
| --- | --- |
| Male |  |
| Female |  |
| Do not wish to Declare |  |

## Is your present gender the same as the one assigned to you at birth?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Do not wish to declare |  |

## Your sexual orientation

Which of the following options best describes how you think of yourself?

|  |  |
| --- | --- |
| Bisexual |  |
| Gay/ Lesbian |  |
| Heterosexual / straight |  |
| Other (specify if you wish) |  |
| Do not wish to declare |  |

## Your Religion or Belief

(These are based on the Census 2011 categories, and are listed alphabetically)

Which group below do you most identify with?

|  |  |
| --- | --- |
| Buddhist |  |
| Christian (inc. Church of Scotland, Catholic, Protestant and all other Christian denominations) |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| No religion |  |
| Sikh |  |
| Any other religion or belief (specify if you wish) |  |
|  | |
| Do not wish to declare |  |

## What is your legal marital or same-sex civil partnership status?

(These are based on the Census 2011 categories)

|  |  |
| --- | --- |
| Never Married and never registered in a same-sex civil partnership |  |
| Married |  |
| Separated, but still legally married |  |
| Divorced |  |
| Widowed |  |
| In a registered same-sex civil partnership |  |
| Separated, but still legally in a same-sex civil partnership |  |
| Formerly in a same-sex civil partnership which is now legally dissolved |  |
| Surviving partner from a same-sex civil partnership |  |
| Do not Wish to Declare |  |

## Do you perform the role of a carer?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Do not wish to declare |  |

## Where did you see this post advertised?

|  |  |
| --- | --- |
| Local Newspaper |  |
| National Newspaper |  |
| Specialist Publication |  |
| Online Jobs Site |  |
| Other - Please specify |  |

Duncan Place

4 Duncan Place, Leith, EH6 8HW

info@duncanplace.org www.duncanplace.org.uk