The Scottish Human Rights Commission wants to meet the aims and commitments set out in its equality 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 Commission needs your help and co-operation to enable it to do this, however filling in this form is voluntary.

We would be grateful if you would complete this form and return it to us **separately** from the main application form. **It will be detached from the rest of your application before shortlisting** and will not be seen by members of the selection panel. This form is based on Scottish Government guidance.

## 1. What is your sex?

*Please tick one option*

* Male
* Female
* I would prefer not to say

## 2. Do you consider yourself to be trans, or have a trans history?

*Please tick one option*

* Yes
* No
* I would prefer not to say

## If yes, and if you would like to, please describe your trans status (for example non-binary, trans man, trans woman):

* Please specify………………………………….
* I would prefer not to say

## 3. Are you married or in a civil partnership?

* Yes
* No
* I would prefer not to say

## 4. Please tick or highlight the category which includes your age:

16-24 25-29 30-34 35-39 40-44 45-49 50-54 55-59

60-64 65+ Prefer not to say

## 5. Do you consider yourself to be disabled?

* Yes
* No
* I would prefer not to say

Section 6(1) of the Equality Act 2010 states that a person has a disability if: That person has a physical or mental impairment, and The impairment has a substantial and long-term adverse effect on that person’s ability to carry out normal day-to-day activities.

The information in this form is for monitoring purposes only. If you need a reasonable adjustment to allow you to participate effectively in the recruitment process then please contact the Commission to discuss.

## 6. What do you consider your sexual orientation to be?

* Heterosexual
* Gay
* Lesbian
* Bisexual
* Other
* I prefer to use my own term (please specify) …...………….
* I would prefer not to say

## 7. What is your ethnic group?

* I would prefer not to say

**White**

* Scottish
* Other British
* Irish
* Gypsy/Traveller
* Polish
* Other White ethnic group (please specify) ….…………

**Mixed or Multiple Ethnic Group**

* Any Mixed or Multiple ethnic groups (please specify)……………

**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
* Other Asian background (please specify) .………………….

**African**

* African, African Scottish or African British
* Any other African (please specify)……………….

**Caribbean or Black**

* Caribbean, Caribbean Scottish or Caribbean British
* Black, Black Scottish or Black British
* Any other Caribbean or Black (please specify)……………..

**Other Ethnic Group**

* Arab, Arab Scottish or Arab British
* Any other ethnic group (please specify)…………………….

## 8. What are your religious beliefs?

* No religion or belief
* Buddhist
* Christian
* Hindu
* Jewish
* Muslim
* Sikh
* Other religion/belief (please specify) .……………………….
* I would prefer not to say

## 9. What is your current working pattern?

* Full-time
* Part-time
* I would prefer not to say

## 10. Do you have caring responsibilities? If yes, 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 (65 and over)
* Secondary carer (another person carries out the main caring role)
* Other carer (please specify) …………………………….
* I would prefer not to say

Thank you for completing this form.