

**CONFIDENTIAL: Equality Monitoring Form**

**Post: Policy and Public Affairs Lead, Voluntary Health Scotland**

Completion of this form is entirely voluntary and will not influence our consideration of your application.

If you wish to complete this form, please return it with your application form to [**tejesh.mistry@vhscotland.org.uk**](mailto:tejesh.mistry@vhscotland.org.uk)by 9.00 am on Monday 10th March 2025.

We recognise that the diversity of everyone who works at VHS enriches the work experience for all as well as our outcomes. We will not treat any applicant more or less favourably on the grounds of age, race, sex, religion/belief, sexual orientation, pregnancy/maternity, gender reassignment, disability or marriage/civil partnership. The information that you provide in the equality monitoring form will help us to monitor the diversity profile of our workforce and the effectiveness of our equalities policy. Your completed equality monitoring form is anonymous and will be kept separate from your application form and not used for shortlisting, interview or selection purposes. We will treat the information you provide as confidential and use it for general monitoring purposes only.

Please choose an option from each of the sections below and cross (X) the appropriate box.

1. What is your date of birth?

|  |  |
| --- | --- |
| **Date of Birth** |  |
| **Prefer not to say** |  |

1. Do you consider yourself to have a disability?

|  |  |
| --- | --- |
| **Yes** |  |
| **No** |  |
| **Prefer not to say** |  |
| **IF YES, PLEASE PROVIDE FURTHER DETAILS IF YOU FEEL COMFORTABLE DOING SO** | |
| **Deafness or partial hearing loss** |  |
| **Blindness or partial sight loss** |  |
| **Learning disability (e.g. Down’s Syndrome)** |  |
| **Learning difficulty (e.g. Dyslexia)** |  |
| **Developmental disorder (e.g. Autistic Spectrum Disorder or Asperger’s Syndrome)** |  |
| **Physical Disability** |  |
| **Debilitating mental health condition** |  |
| **Long-term illness, disease or condition** |  |
| **Other:** please describe |  |

1. How do you describe your ethnicity?

|  |  |
| --- | --- |
| **WHITE** | |
| **Scottish** |  |
| **English** |  |
| **Irish** |  |
| **Northern Irish** |  |
| **Welsh** |  |
| **British** |  |
| **Polish** |  |
| **Other:** please describe |  |
|  |  |
| **MIXED OR MULTIPLE ETHNIC GROUPS:** | |
| Please describe if you feel comfortable doing so |  |
| **ASIAN, ASIAN SCOTTISH OR ASIAN BRITISH:** | |
| **Bangladeshi, Bangladeshi Scottish or Bangladeshi British** |  |
| **Chinese, Chinese Scottish or Chinese British** |  |
| **Indian, Indian Scottish or Indian British** |  |
| **Pakistani, Pakistani Scottish or Pakistani British** |  |
| **Other:** please describe if you feel comfortable doing so |  |
| **BLACK, BLACK SCOTTISH OR BLACK BRITISH:** | |
| **African, African Scottish, African British** |  |
| **Black, Black Scottish, Black British** |  |
| **Caribbean, Caribbean Scottish, Caribbean British** |  |
| **Other:** please describe if you feel comfortable doing so |  |
| **OTHER ETHNIC GROUP:** | |
| **Please describe** |  |

1. How do you describe your gender?

|  |  |
| --- | --- |
| **Female** |  |
| **Male** |  |
| **Non-binary** |  |
| **Prefer not to say** |  |
| **Other:** please describe if you feel comfortable doing so |  |

1. Gender reassignment

|  |  |
| --- | --- |
| **DOES YOUR GENDER DIFFER FROM THE SEX YOU WERE ASSIGNED AT BIRTH** | |
| **Yes** |  |
| **No** |  |
| **Prefer not to say** |  |

1. How do you describe your sexuality?

|  |  |
| --- | --- |
| **Heterosexual** |  |
| **Asexual** |  |
| **Bisexual** |  |
| **Gay** |  |
| **Lesbian** |  |
| **Other:** please describe in your own words if you feel comfortable doing so |  |
| **Prefer not to say** |  |

1. How do you describe your religion or belief?

|  |  |
| --- | --- |
| **Church of Scotland** |  |
| **Roman Catholic** |  |
| **Christian (other)** |  |
| **Buddhist** |  |
| **Hindu** |  |
| **Jewish** |  |
| **Muslim** |  |
| **Sikh** |  |
| **Another religion or belief** (please describe) |  |
| **Prefer not to say** |  |
| **No religion or belief** |  |

1. What is your marital status?

|  |  |
| --- | --- |
| **Single** |  |
| **Co-habiting** |  |
| **Married or in a civil partnership** |  |
| **Widowed** |  |
| **Other:** please describe if you feel comfortable doing so |  |
| **Prefer not to say** |  |
|  |  |

1. This question is about your parent/s' level of education. This includes natural parents, adoptive parents, step-parents or guardians who have raised you.

|  |  |
| --- | --- |
| Do any of your parents (as defined above) have any higher education qualifications such as a degree, diploma or certification of higher education? | |
| **Yes** |  |
| **No** |  |
| **Prefer not to say** |  |
| **Don’t know** |  |

Thank you for answering these questions.

Please send your completed form to [**tejesh.mistry@vhscotland.org.uk**](mailto:tejesh.mistry@vhscotland.org.uk) by 9.00 am on Monday 10th March 2025.