

**Equality Monitoring Form**

Learning Network West is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The information provided on this form will be used **strictly** for monitoring purposes to ensure our Equality and Diversity policy is being adhered to. It will have **no bearing** on the selection process.

**Please return the completed form, with your complected application, to:** **caty.mccolgan@westlearn.org.uk**

Please note, the categories used in this from derive from Scotland’s Census 2012: Equality Impact Assessment Results, which can be found: [Scotland’s Census 2021 : Equality Impact Assessment Results v1.0 (www.gov.scot)](https://www.gov.scot/binaries/content/documents/govscot/publications/impact-assessment/2020/01/scotlands-census-2021-equality-impact-assessment/documents/scotlands-census-2021-equality-impact-assessment-results-v1-0/scotlands-census-2021-equality-impact-assessment-results-v1-0/govscot%3Adocument/scotlands-census-2021-equality-impact-assessment-results-v1-0.pdf)

**Gender:**

[ ] Male
[ ] Female
[ ] Other, please state: …………………………..
[ ] Prefer not to say

**Do you identify, or have you ever identified, as a trans person?** (trans is the umbrella term used to describe people whose gender is not the same as the sex they were assigned to ay birth).

[ ] Yes
[ ] No
[ ] Prefer not to say



**Age:**

[ ] 16-24 [ ]  45-49
[ ] 25-29 [ ]  50-54
[ ] 30-34 [ ]  55-59
[ ] 35-39 [ ]  60-64
[ ] 40-44 [ ]  Prefer not to say



**Ethnicity:**

A: White
[ ]  Scottish
[ ]  Other British
[ ]  Irish
[ ]  Polish
[ ]  Gypsy/traveller
[ ]  Roma
[ ]  Showman/Showwoman
[ ]  Other white ethnic group, please specify: ………………………………….

B: Mixed or multiple ethnic groups

[ ]  Any mixed or multiple ethnic groups, please specify:

…………………………………………………………………………………………

C: Asian, Scottish Asian or British Asian

[ ]  Pakistani, Scottish Pakistani or British Pakistani
[ ]  Indian, Scottish Indian or British Indian
[ ]  Bangladeshi, Scottish Bangladeshi or British Bangladeshi
[ ]  Chines, Scottish Chinese or British Chinese
[ ]  Other, please specify: …………………………………………………………………

D: African, Scottish African or British African

[ ]  Please write in (for example, NIGERIAN, SOMALI, ETC.,)

…………………………………………………………………………………………

F: Other ethnic group

[ ]  Arab, Scottish Arab or British Arab
[ ]  Other, please write in (for example, SIKH, JEWISH, ETC.,)

………………………………………………………………………………………….

[ ]  Prefer not to say



**Disability:**

Do you consider yourself to have a physical or mental impairment that has a substantial, long-term effect on your ability to undertake day-to-day tasks?

Yes [ ]  No [ ]  Prefer not to say [ ]



**Sexual orientation:**

[ ]  Heterosexual (straight)
[ ]  Gay man
[ ]  Lesbian/gay woman
[ ]  Bisexual
[ ]  Other, please specify: ……………………………………………………………..
[ ]  Prefer not to say



**Religion or belief:**

[ ]  None
[ ]  Church of Scotland
[ ] Roman Catholic
[ ]  Other Christian, please specify below
[ ]  Muslim
[ ]  Buddhist
[ ] Sikh
[ ]  Jewish
[ ]  Hindu
[ ]  Another religion or body (or other Christian as above), please specify:

…………………………………………………………………………………………………………………….



**What is your preferred work pattern?**

[ ]  None
[ ]  Annualised hours
[ ]  Homeworking
[ ] Flexi-time
[ ]  Job-share
[ ]  Staggered hours
[ ]  Flexible shifts
[ ]  Term-time hours
[ ]  Compressed hours
[ ]  Prefer not to say
[ ]  Other, please specify: …………………………………………………………………………………….



**Do you have caring responsibilities?**

[ ]  None
[ ]  Primary carer of a child/children (under 18)
[ ]  Primary carer of disabled child/children (under 18)
[ ]  Primary carer of disabled adult (18 and over)
[ ]  Primary carer of older person
[ ]  Secondary carer (another person carries our the main caring role)
[ ]  Prefer not to say
[ ]  Other, please specify: ………………………………………………………………………………………….



**Thank you for completing this form.**