**Diversity Monitoring**

The Scottish Parliament is committed to creating a diverse and inclusive workforce. To help us achieve this we would like you to provide us with the information requested below. You don’t have to answer the questions if you don’t want to. This is entirely voluntary. You can refer to our [privacy notice](http://www.scottish.parliament.uk/HRWorkers.pdf) if you would like more information on how we process, share and store the data. The information is held to comply with our legal obligations under the Equality Act (2010) and so that adjustments can be made to the process for someone with a disability.

**1. Gender Identity 2. Age**

|  |  |  |
| --- | --- | --- |
| [ ]  **Female****[ ]  Male**  |  | **What is your date of birth?:** dd/mm/yyyy |

**3. Ethnic Group & Nationality**

|  |  |
| --- | --- |
| Please choose one category only **[ ]** African [ ]  Any mixed [ ]  Arab [ ]  Asian Other  [ ]  Bangladeshi [ ]  Black [ ]  Caribbean [ ]  Chinese [ ]  Gypsy Traveller [ ]  Indian [ ]  Pakistani [ ]  Polish [ ]  White[ ]  Other ethnic groupPlease specify………………….. [ ]  I prefer not to answer this question | **How would you describe your nationality?**Please choose one category only[ ]  British[ ]  English[ ]  Irish[ ]  Northern Irish[ ]  Other[ ]  Scottish[ ]  Welsh[ ]  I prefer not to answer this questionThese categories are listed in alphabetical order.  |

**4. Religion and Belief**

**Which of the following religions, religious denomination or bodies do you belong to?**

 [ ]  None

 [ ]  Atheist

 [ ]  Church of Scotland

 [ ]  Roman Catholic

 [ ]  Other Christian

 [ ]  Muslim

 [ ]  Buddhist

 [ ]  Sikh

 [ ]  Jewish

 [ ]  Hindu

 [ ]  Other (Please specify): ………………………………………

 [ ]  I prefer not to answer this question

**5. Sexual Orientation**

**How would you describe your sexual orientation?**

 [ ]  Bisexual

 [ ]  Gay/Lesbian

 [ ]  Heterosexual/Straight

 [ ]  Other (please specify): …………………………………………………………….

 [ ]  I prefer not to answer this question

**6. Disability**

**Do you consider that you have a disability according to the terms of the Equality Act 2010?**

The Equality Act 2010 defines a disability as a "physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities." An effect is long-term if it has lasted, or is likely to last, more than 12 months.

 [ ]  Yes

 [ ]  No

 [ ]  I prefer not to answer this question

**Please indicate the type of condition that applies to you?**

 [ ]  Blindness or partial sight loss

 [ ]  Deafness or partial hearing loss

 [ ]  Learning difficulty e.g. dyslexia or dyspraxia

 [ ]  Learning difficulty e.g. Downs Syndrome

 [ ]  Long term chronic or progressive illness e.g. cancer, diabetes or epilepsy

 [ ]  Mental Health Condition e.g. depression or schizophrenia

 [ ]  Other

 [ ]  Physical disability

 [ ]  I prefer not to answer this question



**7. Disability**

We guarantee to interview any disabled applicants who meet the essential requirements for the job they’ve applied for. The essential requirements for this job are described under “Skills, Knowledge and Experience Required”. This means that if you meet any qualification or experience criteria that we have set, and are assessed as providing “acceptable” evidence of the skills and qualities asked for we will automatically invite you to interview.

Tick this box if you have a disability and wish to be considered under this arrangement: [ ]

(By ticking the box, we will inform the recruitment board that this application will be considered under the Disability Confident scheme.)

We want to ensure that disabled people are able to compete during the recruitment and selection process on equal terms. We will therefore make any reasonable adjustments necessary to this process to make this possible. This might involve, for example, providing a candidate with modified equipment or practical assistance at an interview. It might also involve taking account of any feature of your disability that may affect your performance to ensure that you are not disadvantaged. To ensure that reasonable adjustments can be made, we would be grateful if you could complete the following questions:

**1. If you think that your disability may have had an effect upon your ability to complete the job application form, please tell us here what effect it may have had.**

**2. Please tell us what impact (if any) your disability may have on you during the assessment and/or interview process and any adjustments that you require to the process.**

The Recruitment panel will be informed of any adjustments needed for the assessment or interview to enable you to participate fully.