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**Equality Monitoring Form for applicants**

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| Mountaineering Scotland is committed to making mountaineering and climbing accessible to all. This will be accomplished by upholding the principles of equality in all aspects of our work. We audit and monitor our business activities regularly, and will take appropriate steps if it appears that our commitment to equality is not being delivered effectively.  We collect anonymous data from job applicants to help our equality monitoring and ask you to complete this form when applying for a post. Your cooperation will help us to identify any current areas of under-representation or potential inequalities and ensure that all applicants are treated fairly regardless of age, race, disability, sex, gender identity, sexual orientation, religion or belief. Your answers will be treated confidentially and will not affect your application in any way. The information you supply here will be kept separately from your application details.  This monitoring is carried out as part of our responsibilities under the *Equality Act 2010* and as part of ongoing work to increase diversity and inclusion in line with the aims of the Equality Standard for Sport and the Scottish LGBT Sports Charter.  **How your personal information will be treated**  Responses will be treated in the strictest confidence, in line with the principles of the Data Protection Act 2018.  This means that:   * Your personal information will be used for monitoring purposes only and anonymously (this means that there will be no way in which you can be identified and will not be linked to your application). * Information will be combined in the form of summary reports which will be reported to our board.   **Instructions for completion**  Your completed form should be returned with your application.  Thank you in advance for your cooperation,  Stuart Younie  CEO, Mountaineering Scotland  The Granary  West Mill Street  Perth PH1 5QP  info@mountaineering.scot |

**Consent**

Please confirm your consent for us to collect your personal data in line with the *Data Protection Act 2018*

|  |  |  |
| --- | --- | --- |
| I have read and understood the reasons for collecting my personal information and how this information will be treated | Please initial: | Date: |

**Age**

Please indicate your age by marking one of the boxes below

|  |  |  |  |
| --- | --- | --- | --- |
| 16 – 24 |  | 45 – 54 |  |
| 24 – 34 |  | 55 – 64 |  |
| 35 – 44 |  | 65 – 74 |  |
| 75+ |  |  |  |

|  |  |
| --- | --- |
| I prefer not to answer this question |  |

**Caring Responsibility**

Are you the primary caregiver to a child or children, or other dependents including disabled, elderly or sick adults?

|  |  |
| --- | --- |
| Yes |  |
| No |  |

|  |  |
| --- | --- |
| I prefer not to answer this question |  |

**Disability**

The Equality Act 2010 defines disability as:

*“A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.”*

Do you consider yourself to be disabled?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| I prefer not to answer this question |  |

Please identify the nature of your disability:

|  |  |  |
| --- | --- | --- |
| Deafness or partial hearing loss |  | |
| Blindness or partial sight loss |  | |
| Learning disability |  | |
| Learning difficulty |  | |
| Developmental disorder |  | |
| Physical disability |  | |
| Mental health condition |  | |
| Long term illness, disease or condition |  | |
| Other condition, please write in |  | |
| I prefer not to answer this question |  |

**Ethnicity**

Please indicate your ethnic heritage by marking one of the boxes below

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **White** | | | | |
| Scottish | | | |  |
| Other British | | | |  |
| Irish | | | |  |
| Gypsy Traveller | | | |  |
| Polish | | | |  |
| Any other white ethnic group, please write in: |  | | | |
| Mixed or multiple ethnic origin, please write in: |  | | | |
| **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, please write in: |  | | | |
| **African** | | | | |
| African, African Scottish or African British | | | |  |
| **Caribbean or Black** | | | | |
| Caribbean, Caribbean Scottish or Caribbean British | | | |  |
| Black, Black Scottish or Black British | | | |  |
| Other, please write in: |  | | | |
| **Other Ethnic Group** | | | | |
| Arab, Arab Scottish or Arab British | | | |  |
| Other, please write in: |  | | | |
| I prefer not to answer this question | |  |

**Religion or belief**

What religion, religious denomination or body do you belong to?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| None | | | |  |
| Church of Scotland | | | |  |
| Roman Catholic | | | |  |
| Other Christian, please write in |  | | | |
| Muslim | | | |  |
| Buddhist | | | |  |
| Sikh | | | |  |
| Jewish | | | |  |
| Hindu | | | |  |
| Another religion or body, please write in | | | |  |
| I prefer not to answer this question | |  |

**Sex and Gender Identity**

Please indicate your sex by marking one of the boxes below:

|  |  |
| --- | --- |
| Male |  |
| Female |  |
| I would prefer not to answer this question |  |

Have you ever identified as transgender?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| I would prefer not to answer this question |  |

**Sexual Orientation**

Please indicate which of the following best describes how you think about yourself by marking one of the boxes below:

|  |  |
| --- | --- |
| Gay Man |  |
| Gay Woman |  |
| Lesbian |  |
| Heterosexual/Straight |  |
| Other |  |
| I would prefer not to answer this question |  |

**Thank you for taking the time to fill out this survey.**