



EQUALITY, DIVERSITY & INCLUSIVITY MONITORING FORM - CONFIDENTIAL

For equal opportunities purposes Fidra collects information about the people who apply for jobs at the charity. The organisation needs your help and co-operation to enable it to do this. Fidra recognises that filling in this form is voluntary and it is your choice whether or not to participate.

If you choose to take part, what you tell us remains private. It is your right to ask to see any information about you that we have kept. You may also ask us to update or delete what we know about you. If we publish a report summarising our data collection, no one will be able to discern an individual's identity.

The form will be treated in the strictest of confidence by Fidra's Operations Manager who has HR oversight. It will be separated from your application immediately upon receipt and only used to collect data for equality, diversity and inclusivity monitoring.

If you have any questions, contact Fidra's Operations Manager directly: Catherine.Amis@fidra.org.uk.

1. What position are you applying for?

2. Where did you see the job advertised?

3. **GENDER** - *if you prefer to self describe, you may do so at the bottom in the text box provided.*

- Cisgender man
- Cisgender woman
- Trans man
- Trans woman
- Non-binary
- Agender
- Gender fluid
- Prefer not to say
- Other

4. AGE

- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say

5. **ETHNICITY** - If your ethnic group is not captured, *you may choose to self-describe at the bottom in the text box provided.*

- White Scottish
- White British
- Other White ethnic group (or self-describe if desired)
- Gypsy / Traveler
- Polish Roma
- Show-man / Show-woman
- Indian, Scottish Indian or British Indian
- Pakistani, Scottish Pakistani or British Pakistani
- Bangladeshi, Scottish Bangladeshi or British Bangladeshi
- Chinese, Scottish Chinese or British Chinese
- Other Asian ethnic group (or self-describe if desired)
- Black Scottish
- Black British
- Other Black ethnic group (or self-describe if desired)
- African, African Scottish, African British
- Other African ethnic group (or self-describe if desired)
- Caribbean, Caribbean Scottish, Caribbean British
- Other Caribbean ethnic group (or self-describe if desired)
- Mixed or multiple ethnic group (or self-describe if desired)
- Arab, Scottish Arab or British Arab
- Prefer not to say
- Other

6. **DISABILITY** - Do you consider yourself to have a disability or health condition? NB: this question is for monitoring purposes only. There will be an opportunity to speak to HR about any special provisions required prior to or during the interview.

- Yes
- No
- Prefer not to say

7. **SEXUAL ORIENTATION** - *If you would prefer to self-describe your sexual orientation, you may do so at the bottom in the text box provided.*

- Straight / heterosexual
- Gay man
- Gay woman / lesbian
- Bisexual
- Asexual
- Queer
- Pansexual
- Prefer not to say
- Other

8. **RELIGION / BELIEFS** - *If you prefer to self-describe your religion / beliefs, you may do so at the bottom in the text box provided.*

- No religion or belief
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Pagan
- Sikh
- Prefer not to say
- Other

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