

Bowls Scotland - Equality Monitoring Form

Strictly Private and Confidential

Bowls Scotland is committed to selecting staff solely on the basis of their ability to do the job for which they are being recruited, regardless of their race, colour, nationality, ethnic or national origins, gender, marital status, sexual orientation, religion or beliefs, age, disability or caring responsibilities. Please help us monitor the implementation of this policy by completing and returning this form. Your answers will be kept **strictly confidential** and are used for monitoring purposes only. This form will be detached from your application form and will be treated as anonymous. It will **not** be seen by the panel which shortlists or interviews for the job.

Please complete all sections of the questionnaire by placing a tick (or by providing information where appropriate) in the classification box (☐) applying to you in each section.

POSITION APPLIED FOR:

GENDER

Male

Female

I consider myself to be or to have been transgender

I prefer not to answer this question

AGE

20 years or younger

41 – 50

21 – 30

51 – 60

31 – 40

61 years or over

I prefer not to answer this question

CARING RESPONSIBILITY

Do you have caring responsibilities (i.e. 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

According to the Equality Act 2010, 'disability' is defined 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."

This definition includes impairments that relate to mobility; manual dexterity; physical coordination; continence; ability to lift, carry or otherwise move everyday objects; speech, hearing or eyesight; memory or ability to concentrate, learn or understand; or, perception of the risk of physical danger, and also includes mental illness or

mental health problems; learning disabilities; dyslexia; diabetes; epilepsy; and HIV, cancer and multiple sclerosis, from the point of diagnosis.

(Note: This definition is provided in guidance on disability monitoring published by Trade Unions Congress, as recommended by the Disability Rights Commission).

Do you consider yourself to have a disability?

Yes

No

I prefer not to answer this question

RELIGION OR BELIEF

In order for Bowls Scotland to comply with the Equality Act 2010, we ask that you indicate your religion or beliefs by selecting one of the boxes below. These are the categories used in the 2001 Census:

Buddhist

Christian:

Roman Catholic

☐

Protestant

Other (please provide details):

Hindu

Jewish

Muslim

Sikh

Another religion

Please provide details:

No religion

I prefer not to answer this question:

ETHNIC ORIGIN

In order to help Bowls Scotland comply with the Equality Act 2010, please indicate your ethnic origin by selecting one of the boxes below. These categories are in line with those recommended by the Commission for Racial Equality for Scotland.

White

Scottish

Other British

Irish

Any other White background

Mixed

Any Mixed background

Asian, Asian Scottish or Asian British

Indian

Pakistani

Bangladeshi

Chinese

Any other Asian background

Black, Black Scottish or Black British

Caribbean

African

Any other Black background

Other Ethnic Background

Any other background

I prefer not to answer this question

SEXUAL ORIENTATION

In order for Bowls Scotland to comply with the Equality Act 2010, we ask that you indicate your sexual orientation by selecting one of the boxes below:

Bisexual

Heterosexual

Homosexual

Other

I prefer not to answer this question