**Equal Opportunities Monitoring**

At IMPACT Scotland we are committed to equality of opportunity and strive to create an inclusive and diverse working environment. In order to ensure we are attracting candidates representative of the community we ask you to complete an equal opportunities form alongside your application.

The information we ask you to provide via the Equal Opportunities Form is “sensitive personal data” and requires your explicit consent before we can process it. This information will be processed for monitoring purposes to assess the effectiveness of our equality, diversity and inclusion policies. This information will not be seen by the interview panel or used in any way for the purposes of selection. Any data from this form will only be used in an anonymised form (so you cannot be identified from it) and are only shared within relevant internal functions.

Completion of this form is voluntary and if you do not wish to answer any question(s), this will not affect your application in any way.

For more information on what personal data we collect and why, please read our [Privacy Policy](https://www.impactscotland.org.uk/privacy#:~:text=The%20data%20controller%20for%20the%20purposes%20of%20this,data%20processing%20practises%20carried%20out%20by%20IMPACT%20Scotland.).

**GENDER:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Male |  | Female |  | Non-binary  |  |

If you would prefer to self-define your gender please enter details here

|  |
| --- |
|  |

Is your gender the same as you were assigned at birth?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Yes |  | No |  | Prefer not to say  |  |

**AGE:**

|  |  |
| --- | --- |
| 66+  |  |
| 56-65  |  |
| 46-55  |  |
| 36-45  |  |
| 26-35  |  |
| 25 & under  |  | Prefer not to say  |  |

**DISABILITY:**

The Disability Discrimination Act as incorporated in Equality Act 2010 defines a person as disabled if they have a physical or mental impairment which has substantial and long term (i.e. has lasted or is expected to last at least 12 months) adverse effect on their ability to carry out normal day-to-day activities. Adverse effects may arise from external barriers experienced by people with impairments.

When you answer the question, you should not take into account the effect of any medication or treatments used or adjustments made (for example at work or at home) which reduce the effects of impairments. Instead, you should think about the effect the impairment would have if these were not being used or made.

Taking this into account, do you consider yourself to be a disabled person?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Yes: |  | No:  |  | Prefer not to say  |  |

Do you have access requirements?

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

If you would like to share more information please enter details here

|  |
| --- |
|  |

**ETHNIC ORIGIN:**

Which group do you identify with? Please tick one box. The options are listed alphabetically.

ASIAN OR ASIAN BRITISH

|  |  |
| --- | --- |
| Bangladeshi |  |
| Chinese |  |
| Indian  |  |
| Pakistani |  |

Any Other Asian background (specify if you wish)

|  |
| --- |
|  |

BLACK OR BLACK BRITISH

|  |  |
| --- | --- |
| African |  |
| Caribbean |  |

Any Other Black background (specify if you wish)

|  |
| --- |
|  |

MIXED

|  |  |
| --- | --- |
| Asian and White  |  |
| Black African and White  |  |
| Black Caribbean and White  |  |

Any other Mixed Ethnic Background (specify if you wish)

|  |
| --- |
|  |

WHITE

|  |  |
| --- | --- |
| White |  |

If you would prefer to self-define your ethnic origin please enter details here

|  |
| --- |
|  |

|  |  |
| --- | --- |
| Prefer not to say  |  |

**SEXUAL ORIENTATION -** Do you consider yourself to be:

|  |  |
| --- | --- |
| Bisexual  |  |
| Gay man  |  |
| Gay woman  |  |
| Heterosexual  |  |

If you would prefer to self-define your sexuality please enter here

|  |
| --- |
|  |

|  |  |
| --- | --- |
| Prefer not to say  |  |

**RELIGION AND BELIEF -** What is your religion?:

|  |  |
| --- | --- |
| None  |  |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations)  |  |
| Buddhist |  |
| Hindu  |  |
| Jewish  |  |
| Muslim  |  |
| Sikh  |  |

Other (Please state below)

|  |
| --- |
|  |

|  |  |
| --- | --- |
| Prefer not to say  |  |

**SOCIO-ECNOMIC STATUS:**

Although we are not funded by Creative Scotland, we look to them for examples of best practice around equalities, diversity and inclusion and in addition to the list of legally defined protected characteristics they suggest socio-economic derivation. As such, we seek to monitor the socio/economic class of people who work and engage with us to ensure opportunities are accessed equally. \*

When you were aged about 14, which best describes the sort of work the main/highest income earner in your household did in their main job? If this question does not apply to you (because, for example, you were in care at this time), you can indicate this below. Please tick one box to show which best describes the sort of work your primary household earner undertook at this time.

Modern professional occupations (such as teacher, nurse, physiotherapist, social worker, musician, police officer (Sergeant or above), software designer).

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| --- |
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Senior managers or administrators (usually responsible for planning, organising and co-ordinating work and for finance) such as finance manager, chief executive

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Middle or junior managers (such as office manager, retail manager, bank manager, restaurant manager, warehouse manager)

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|  |

Technical and craft occupations (such as motor mechanic, plumber, printer, electrician, gardener, train driver)

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|  |

Clerical and intermediate occupations (such as secretary, personal assistant, clerical worker, call centre agent, nursery nurse)

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| --- |
|  |

Semi-routine manual and service occupations (such as postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant)

|  |
| --- |
|  |

Routine manual and service occupations (such as HGV driver, cleaner, porter, packer,

labourer, waiter/waitress, bar staff)

|  |
| --- |
|  |

Long term unemployed

|  |
| --- |
|  |

Prefer not to say

|  |
| --- |
|  |

Or if you would prefer to self-define your socio- economic status you can do so here

|  |
| --- |
|  |

\* We have used one of the measures suggested in this report by Jerwood Arts <https://jerwoodarts.org/wp-content/uploads/2019/11/Socio-economic-Diversity-and-Inclusion-in-the-Arts-A-Toolkit-for-Employers.pdf>