**CAIRNGORMS NATIONAL PARK AUTHORITY**

**EQUALITY AND DIVERSITY EMPLOYMENT MONITORING FORM**

The Cairngorms National Park Authority is committed to equality of opportunity as an employer and recognises the value that a diverse workforce can bring. To assist us to monitor the effectiveness of our equality and diversity practices, we would encourage you to complete this monitoring form. This form will be separated from your application form prior to the selection process. The information you provide will be treated as special category personal data under applicable data protection legislation.

This form will be held in the personnel file of the successful candidate and information uploaded to the HR database. It will be treated as confidential information and only accessible to HR staff.

For unsuccessful candidates, the information will be recorded anonymously and used for recruitment equality and monitoring statistical purposes.

Please tick the relevant box in each section, or complete details as appropriate.

**Do you consider yourself to have a disability?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Yes |  |  | No |  |
|  | |  |  | |
| Choose not to disclose |  |  |  |  |

**What is your marital status?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Married |  |  | Civil Partnership |  |
|  | |  |  | |
| Single / Not Married |  |  | Choose not to disclose |  |

**What is your age?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 16-24 years |  |  | 55-64 years |  |
|  | |  |  | |
| 25-34 years |  |  | 65+ years |  |
|  | |  |  | |
| 35-44 years |  |  | Choose not to disclose |  |
|  | |  |  |  |
| 45-54 years |  |  |  |  |

**What is your gender?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Male |  |  | Female |  |
|  |  |  |  |  |
| Choose not to disclose |  |  |  |  |

**Do you currently or have you previously considered yourself as transgender?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Yes |  |  | No |  |
|  | |  |  | |
| Choose not to disclose |  |  |  |  |

**What is your sexual orientation?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Bisexual |  |  | Other, please write below |  |
|  | |  |  | |
| Gay / Lesbian |  |  |
|  | |  |  | |
| Heterosexual |  |  | Choose not to disclose |  |

**What is your religion or belief?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| None |  |  | Sikh |  |
|  | |  |  | |
| Christian - Protestant |  |  | Jewish |  |
|  | |  |  | |
| Christian - Roman Catholic |  |  | Hindu |  |
|  | |  |  |  |
| Other Christian,  please write below |  |  | Other religion or belief,  please specify below |  |
|  | |  |  | |
|  |  |  |  |  |
| Muslim |  |  | Choose not to disclose |  |
|  |  |  |  |  |
| Buddhist |  |  |  |  |

**What is your ethnic group?**

Choose **ONE** section A – G, then tick **ONE** box which **best describes** your ethnic group or background.

1. **White**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Scottish |  |  | Irish |  |
|  | |  |  | |
| English |  |  | Gypsy / Traveller |  |
|  | |  |  | |
| Northern Irish |  |  | Polish |  |
|  | |  |  | |
| Welsh |  |  | Other white ethnic group,  please write below |  |
|  |  |  |
| Other British, please write below |  |  |  | |
|  | |  |  |  |

1. **Mixed or multiple ethnic group**

|  |  |
| --- | --- |
| Any mixed or multiple ethnic  group, please write below |  |
|  | |

1. **Asian, Asian Scottish or Asian British**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Pakistani, Pakistani Scottish or  Pakistani British |  |  | Chinese, Chinese Scottish or  Chinese British |  |
|  | |  |  |  |
| Indian, Indian Scottish or  Indian British |  |  | Other,  please write below |  |
|  | |  |  |  |
| Bangladeshi, Bangladeshi Scottish or  Bangladeshi British |  |  |  |  |

1. **African**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| African, African Scottish or  African British |  |  | Other,  please write below |  |
|  | |  |  | |

1. **Caribbean or Black**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Caribbean, Caribbean Scottish or  Caribbean British |  |  | Other,  please write below |  |
|  | |  |  | |
| Black, Black Scottish or  Black British |  |  |  |  |

1. **Other ethnic group**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Arab, Arab Scottish or  Arab British |  |  | Other,  please write below |  |
|  | |  |  | |

1. **Choose not to disclose**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Choose not to disclose |  |  |  |  |

**Gaelic: How would you assess your ability –**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | None | Little | Some | Moderate | Fluent | Prefer not to say |
| Read  Gaelic |  |  |  |  |  |  |
| Write  Gaelic |  |  |  |  |  |  |
| Speak  Gaelic |  |  |  |  |  |  |
| Understand Gaelic |  |  |  |  |  |  |