THAW Orkney



Equality and diversity monitoring form

THAW Orkney intends to meet the aims and commitments set out in its Equality, Diversity and Inclusion Policy which includes not discriminating under the provisions of the Equality Act 2010 and building an accurate picture of the make-up of THAW's workforce in order to encourage equality and diversity.

THAW needs your help and co-operation to enable it to do this, but filling in this form is voluntary. Information provided on this form will be kept confidential and will be used for monitoring purposes only. Information provided on this form will not be used in the selection process and will be kept separate from your employment application.

If you do not wish to complete some or all of this form it will not affect your employment application.

If you have any questions about this form please contact THAW administration.

Please return the form along with your application for employment in the separate envelope provided.

Post applied for:					
Sex and gender identity					
What is your sex (as recorded on your birth certificate or Gender Recognition Certificate)?					
☐ Female	☐ Male	☐ Prefer not to say			
Is your gender identity the same as your sex registered at birth?					
☐ Yes	□ No	□ Prefer not to say			
Age					
□ 16-24 □ 50-54		□ 30-34 □ 60-64	□ 35-39 □ 65 +	☐ 40-44 ☐ Prefer not to say	□ 45-49
Ethnicity					
Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. On this basis, please tick the appropriate box below.					
Asian or Asian British					
□ Indian	☐ Pakistani	□ Bangladeshi	☐ Chinese	☐ Prefer not to say	
□ Other:					
Black, African, Carib ☐ African	bbean or Black British □ Caribbean			☐ Prefer not to say	
☐ Other:					
Mixed or Multiple € □ White and Black Caribbean	☐ White and	☐ White and Asian		☐ Prefer not to say	
□ Other:					
White □ English □ British	☐ Welsh☐ Gypsy or Irish Trav	□ Scottish veller	□ Northern Irish	☐ Irish ☐ Prefer not to say	
□ Other:					
Other ethnic group ☐ Arab				☐ Prefer not to say	
☐ Other:					

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Health Do you consider yourself to have a disability or health condition? П № ☐ Prefer not to say If your disability or health condition impacts or has an effect on your work, please give details: The information in this form is for monitoring purposes only. If you believe you need a "reasonable adjustment" then please discuss this with the management team running the recruitment process if you are a job applicant. Sexual orientation What is your sexual orientation? ☐ Heterosexual ☐ Lesbian ☐ **Bi**sexual ☐ Asexual ☐ Gay ☐ Pansexual ☐ Undecided ☐ Prefer not to say ☐ If you prefer to use your own identity please give details: Religion or belief What is your religion or belief? ☐ Christian ☐ Jewish ☐ Muslim ☐ Buddhist ☐ Sikh ☐ Hindu ☐ No religion or belief ☐ Prefer not to say ☐ Other: Work arrangements What is your working pattern? ☐ Prefer not to say ☐ Full-time ☐ Part-time What is your flexible working arrangement? ☐ None ☐ Compressed ☐ Staggered ☐ Term-time ☐ Annualised hours hours hours hours ☐ Prefer not to say ☐ Flexible shifts ☐ Flexi-time ☐ Job-share Homeworking ☐ Other: Caring responsibility If you have caring responsibilities, please tick all that apply. ☐ Secondary carer with someone ☐ Primary carer of a child or ☐ Primary carer of a disabled child or else carrying out the primary carer children under the age of 18 children role ☐ Primary carer of a disabled adult ☐ Primary carer of an older person ☐ Prefer not to say 18 years or over