# Environmental Rights Centre for Scotland (ERCS)

# Equality and Diversity Monitoring Form

ERCS is committed to equal opportunities for all, irrespective of sex, colour, ethnic origin, disability, age, marital status, religious or political beliefs, trade unions membership, sexual orientation or other distinction.

As part of ERCS’s policy commitments to promoting fair procedures for recruitment and selection and monitoring our staff and volunteer population, it is necessary to collect the information detailed below. This information is collected on a confidential basis and will be used solely for monitoring purposes, and will not be made available to any selector, unless otherwise stated. Certain information will be held and processed on computer in accordance with ERCS’s registration under the Data Protection Act.

**Job Title …………………………… Location………………………..**

**Name ………………………. Where did you see the Vacancy …………………………**

**Sex** Female  Male  Prefer not to say

**Gender identity** (e.g. female, male, non-binary) ………………………….

**Date of Birth** …………………………….

**Faith**Which group below do you most identify with?

|  |  |  |
| --- | --- | --- |
| No religion | Baha’i | Buddhist |
| Christian | Hindu | Jain |
| Jewish | Muslim | Sikh |
| Other (please write in) | Rather not say |  |

**Disability**The Disability Discrimination Act 1995 (DDA) defines a person as disabled if they have a physical or mental impairment which has a substantial and long term (i.e. has lasted or is expected to last at least 12 months) adverse effect on one’s ability to carry out normal day-to-day activities. This definition includes conditions such as cancer, HIV, mental illness and learning disabilities.

Do you consider yourself to have a disability according to the above definition?

Yes  No  Rather not say

**Ethnicity**Please state what you consider your ethnic origin to be. Ethnicity is distinct from nationality and the categories below are based on the 2001 Census in alphabetical order.

|  |  |  |
| --- | --- | --- |
| **Asian** | **Black** | **Chinese or other ethnic group** |
| Indian | Caribbean | Chinese |
| Pakistani | African | Any other ethnic group (please write in) |
| Bangladeshi | Any other Black background (please write in) |  |
| Any other Asian background (please write in) |  |  |
|  |  |  |
| **Mixed** | **White** |  |
| White and Black Caribbean  White and Black African  White and Asian  Any other mixed background  (please write in) | English  Irish  Scottish  Welsh  Any other White background  (please write in) | Rather not say |

**Sexual orientation**How would you describe your sexual orientation?

|  |  |  |
| --- | --- | --- |
| Bisexual | Gay man | Heterosexual or ‘straight’ |
| Lesbian | Other | Rather not say |

Date…………………….

Thank you for providing this information. **Please email to** [**jobs@ercs.scot**](mailto:jobs@ercs.scot) **together with your completed application form.**