

Environmental Rights Centre for Scotland (ERCS)

Recruitment equalities monitoring form

Accessibility: If you need this form in a different format that is more accessible to you, please telephone us on 0131 358 0038 or email jobs@ercs.scot and we will do our best to do this.

ERCS is committed to promoting equality, diversity and inclusion for all, ensuring that no employee, or potential employee, receives less favourable treatment on the grounds of their sex, gender identity, race, ethnic or national origin, disability, sexual orientation, marital status, religion or belief, age, trade union membership, or any other personal characteristic. Diversity is viewed positively, in recognising that everyone is different, and valuing the unique contribution that everyone's experience, knowledge and skills can make.

As part of our commitment to promoting fair procedures for recruitment and selection and monitoring our staff and volunteer population, ***we ask all applicants to complete this Equalities Monitoring Form.*** 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. All personal data will be processed and stored in accordance with [ERCS's Privacy Policy](#) in line with the Data Protection Act 2018.

Post applied for		Name	
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Age

<input type="checkbox"/> 16 – 24	<input type="checkbox"/> 25 – 44	<input type="checkbox"/> 45 - 64	<input type="checkbox"/> 65 - 74	<input type="checkbox"/> 75 +
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Sex

<input type="checkbox"/> Female	<input type="checkbox"/> Male	<input type="checkbox"/> In another way	<input type="checkbox"/> Prefer not to say
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Gender

How do you describe your gender?

<input type="checkbox"/> Woman	<input type="checkbox"/> Man	<input type="checkbox"/> In another way	<input type="checkbox"/> Prefer not to say
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If you describe your sex or gender in another way, please write in:

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Do you consider yourself to be trans or have a trans history?

(Trans is a term used to describe people whose gender is not the same as the sex they were registered at birth)

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Prefer not to say
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Disability

The Equality Act 2010 defines disability as ‘a physical or mental impairment’ which has a substantial and long-term adverse effect on the ability to carry out normal day-to-day *activities*.

This may include dyslexia, autism, multiple sclerosis, blindness, partial sightedness, a long-term health condition and other examples. We encourage you to [refer to this resource for more information](#).

Do you consider yourself to be disabled under the Equality Act 2010 definition?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Don't know	<input type="checkbox"/> Prefer not to say
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Beyond the Equality Act, we support the Social Model for disability, and recognise that people are disabled by barriers people experience in all areas of life, including the workplace.



Ethnicity

Please choose ONE section in the table below, then tick ONE box which best describes your ethnic group or background, or describe your ethnicity in the space provided. Categories are based on Scotland’s 2022 Census, listed in alphabetical order.

<p>African, Scottish African, or British African</p> <p>Please write in (for example, Nigerian, Somali):</p> <p>.....</p>	<p>Asian, Scottish Asian or British Asian</p> <p><input type="checkbox"/> Indian</p> <p><input type="checkbox"/> Pakistani</p> <p><input type="checkbox"/> Bangladeshi</p> <p><input type="checkbox"/> Any other Asian background, please write in:</p> <p>.....</p>	<p>Caribbean or Black</p> <p>Please write in (for example, Scottish Caribbean, Black Scottish):</p> <p>.....</p>
<p>Mixed or multiple ethnic groups</p> <p>Any mixed or multiple ethnic groups, please write in:</p> <p>.....</p>	<p>Other ethnic group</p> <p><input type="checkbox"/> Arab, Scottish Arab or British Arab</p> <p>Other, please write in (for example, Sikh, Jewish):</p> <p>.....</p>	<p>White</p> <p><input type="checkbox"/> Scottish</p> <p><input type="checkbox"/> Other British</p> <p><input type="checkbox"/> Gypsy / Traveller</p> <p><input type="checkbox"/> Roma</p> <p><input type="checkbox"/> Showman / Showwoman</p> <p><input type="checkbox"/> Any other white background, please write in:</p> <p>.....</p>



Sexual orientation

How would you describe your sexual orientation?

<input type="checkbox"/> Bisexual	<input type="checkbox"/> Gay / lesbian	<input type="checkbox"/> Heterosexual or straight
<input type="checkbox"/> Prefer not to say	If you describe your sexual orientation in another way, please write in:	

Religion or belief

Which group below do you most identify with?

<input type="checkbox"/> None	<input type="checkbox"/> Church of Scotland	<input type="checkbox"/> Roman Catholic
<input type="checkbox"/> Other Christian, please write in:	<input type="checkbox"/> Muslim, please write in denomination or school below:	<input type="checkbox"/> Hindu
<input type="checkbox"/> Buddhist	<input type="checkbox"/> Sikh	<input type="checkbox"/> Jewish
<input type="checkbox"/> Pagan	<input type="checkbox"/> Any other religion or body, please write in:	<input type="checkbox"/> Prefer not to say

Date.....

Thank you for providing this information.

Please email to jobs@ercs.scot together with your completed application form.