# SSSC

# Equalities monitoring form

The Scottish Social Services Council (SSSC) is committed to recruiting, retaining and developing a cohort of panel members that reflects the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can make sure that our processes are fair, transparent, and promote equality of opportunity in accordance with the Equality Act (2010).

To assist us to monitor the effectiveness of our equality and diversity practices, we would encourage you to complete this monitoring form.

The information you provide us with will stay strictly confidential, be stored securely and limited to management and administrative colleagues within the Hearings Team for those who are successfully appointed. Anonymous general data will be retained in relation to all applications.

**Privacy:** We respect your privacy and will only use personal information collected to support the recruitment process in accordance with Data Protection legislation.

**This form will be kept separate from your application. The information it contains will not influence your application.**

**Please tick the relevant box in each section which you feel most describes you or if you do not want to answer any specific question(s) tick ‘Prefer not to say’.**

|  |  |
| --- | --- |
| **Post applied for:** |  |
|  |  |
|  |
| **Where did you see this post advertised?** |  |

**Age:**

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  | 16 – 24 years | [ ]  | 55 – 64 years |
|  |  |  |  |
| [ ]  | 25 – 34 years | [ ]  | 65 + years |
|  |  |  |  |
| [ ]  | 35 – 44 years |  |  |
|  |  | [ ]  | Prefer not to say |
| [ ]  | 45 – 54 years |  |  |

**Disability:** Disability is defined by the Equality Act 2010 as a physical or mental impairment which has a substantial and long term (has lasted or is expected to last at least 12 months) adverse effect on a person’s ability to carry out normal day-to-day activities.

The SSSC offers the first stage of the recruitment process (i.e. assessment or interview) to any applicant who considers himself/herself to be disabled and who meets the minimum essential requirements for the post.

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| In these terms, do you consider that you have a disability?

|  |  |
| --- | --- |
| **[ ]**  | Yes |
| **[ ]**  | No |
| **[ ]**  | Don’t know |
|  |  |
| **[ ]**  | Prefer not to say |

|  |  |
| --- | --- |
|  |  |

 |

|  |
| --- |
| **Gender:** (Please tick) |
| **[ ]**  | **Male** (including trans men) | **[ ]**  | **Female** (including trans women) | **[ ]**  | **In another way (please specify)** ………………………… | **[ ]**  | **Prefer not to say** |
| **Is your gender identify the same as you were assigned at birth?** |
| **[ ]**  | **Yes** | **[ ]**  | **No** | **[ ]**  | **Prefer not to say** |  |  |
| **Have you ever identified as a transgender person?** |
| **[ ]**  | **Yes** |  | **No** | **[ ]**  | **Prefer not to say** |  |  |

**Religion or belief:**

|  |  |
| --- | --- |
| **[ ]**  | None |
|  |  |
| **[ ]**  | Church of Scotland |
|  |  |
| **[ ]**  | Roman Catholic |
|  |  |
| **[ ]**  | Other Christian |
|  |  |
| **[ ]**  | Muslim |
|  |  |
| **[ ]**  | Buddhist |
|  |  |
| **[ ]**  | Sikh |
|  |  |
| **[ ]**  | Jewish |
|  |  |
| **[ ]**  | Hindu |
|  |  |
| **[ ]**  | Other, please specify |
|  |  |
| **[ ]**  | Prefer not to say |

**Sexual orientation:**

|  |  |
| --- | --- |
| **[ ]**  | Bisexual |
|  |  |
| **[ ]**  | Gay / Lesbian |
|  |  |
| **[ ]**  | Heterosexual |
|  |  |
| **[ ]**  | Other |
|  |  |
| **[ ]**  | Prefer not to say |

**Ethnic group:** Please tick one category from A, B, C, D, E or F.

1. **White**

|  |  |  |  |
| --- | --- | --- | --- |
| **[ ]**  | Scottish | [ ]  | Polish |
|  |  |  |  |
| **[ ]**  | British | [ ]  | Gypsy Traveller |
|  |  |  |  |
| **[ ]**  | Irish and Northern Irish | [ ]  | Other white ethnic group, please specify |
|  |  |  |  |

1. **Mixed or multiple ethnic groups**

|  |  |
| --- | --- |
| **[ ]**  | Any mixed or multiple ethnic groups, please specify |
|  |  |

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

|  |  |
| --- | --- |
| **[ ]**  | Pakistani, Pakistani Scottish or Pakistani British |
|  |  |
| **[ ]**  | Indian, Indian Scottish or Indian British |
|  |  |
| **[ ]**  | Bangladeshi, Bangladeshi Scottish or Bangladeshi British |
|  |  |
| **[ ]**  | Chinese, Chinese Scottish or Chinese British |
|  |  |
| **[ ]**  |

|  |
| --- |
|  |

Other, please specify  |

1. **African, African Scottish or African British**

|  |  |
| --- | --- |
| **[ ]**  | African, African Scottish or African British |
|  |  |
| **[ ]**  |

|  |
| --- |
|  |

Other, please specify  |

**E. Caribbean or Black**

|  |  |
| --- | --- |
| **[ ]**  | Caribbean, Caribbean Scottish or Caribbean British |
|  |  |
|  |  |
| **[ ]**  |

|  |
| --- |
|  |

Other, please specify  |
|  |  |

**F. Other ethnic group**

|  |  |
| --- | --- |
| **[ ]**  | Arab, Arab Scottish or Arab British |
|  |  |
| **[ ]**  | Other, please specify

|  |
| --- |
|  |

 |
|  |  |
|  |  |
| **[ ]**  | Prefer not to say |

**Marriage & civil partnership:**

|  |  |
| --- | --- |
| **[ ]**  | Single |
|  |  |
| **[ ]**  | Married |
|  |  |
| **[ ]**  | Separated |
|  |  |
| **[ ]**  | Divorced |
|  |  |
| **[ ]**  | Co-habiting |
|  |  |
| **[ ]**  | Widowed |
|  |  |
| **[ ]**  | In a same sex civil partnership |
|  |  |
| **[ ]**  |

|  |  |
| --- | --- |
|  |  |

Other, please specify |
|  |  |
| **[ ]**  | Prefer not to say |

**Carer responsibility:**

|  |  |
| --- | --- |
| **[ ]**  | Yes |
|  |  |
| **[ ]**  | No |
|  |  |
| **[ ]**  | Don’t know |
|  |  |
| **[ ]**  | Prefer not to say |

**In terms of the Data Protection Act 2018, I consent to the information which I have provided being used to monitor the effectiveness of the SSSC’s commitment to valuing diversity and improving opportunity for all.**

**Signed: ………………………….. Date: …………………………..**

**By completing this form you have helped us better understand how we, as an employer, can ensure equality of opportunity for all.**

**Thank you for completing this form.**