

**Equality Monitoring Form**

Learning Network West is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The information provided on this form will be used **strictly** for monitoring purposes to ensure our Equality and Diversity policy is being adhered to. It will have **no bearing** on the selection process.

**Please return the completed form, with your complected application, to:** [**caty.mccolgan@westlearn.org.uk**](mailto:caty.mccolgan@westlearn.org.uk)

Please note, the categories used in this from derive from Scotland’s Census 2012: Equality Impact Assessment Results, which can be found: [Scotland’s Census 2021 : Equality Impact Assessment Results v1.0 (www.gov.scot)](https://www.gov.scot/binaries/content/documents/govscot/publications/impact-assessment/2020/01/scotlands-census-2021-equality-impact-assessment/documents/scotlands-census-2021-equality-impact-assessment-results-v1-0/scotlands-census-2021-equality-impact-assessment-results-v1-0/govscot%3Adocument/scotlands-census-2021-equality-impact-assessment-results-v1-0.pdf)

**Gender:**

Male   
Female   
Other, please state: …………………………..   
Prefer not to say

**Do you identify, or have you ever identified, as a trans person?** (trans is the umbrella term used to describe people whose gender is not the same as the sex they were assigned to ay birth).

Yes   
No   
Prefer not to say



**Age:**

16-24  45-49  
25-29  50-54  
30-34  55-59  
35-39  60-64  
40-44  Prefer not to say



**Ethnicity:**

A: White  
 Scottish  
 Other British   
 Irish   
 Polish  
 Gypsy/traveller  
 Roma   
 Showman/Showwoman  
 Other white ethnic group, please specify: ………………………………….

B: Mixed or multiple ethnic groups

Any mixed or multiple ethnic groups, please specify:

…………………………………………………………………………………………

C: Asian, Scottish Asian or British Asian

Pakistani, Scottish Pakistani or British Pakistani   
 Indian, Scottish Indian or British Indian   
 Bangladeshi, Scottish Bangladeshi or British Bangladeshi  
 Chines, Scottish Chinese or British Chinese   
 Other, please specify: …………………………………………………………………

D: African, Scottish African or British African

Please write in (for example, NIGERIAN, SOMALI, ETC.,)

…………………………………………………………………………………………

F: Other ethnic group

Arab, Scottish Arab or British Arab   
 Other, please write in (for example, SIKH, JEWISH, ETC.,)

………………………………………………………………………………………….

Prefer not to say



**Disability:**

Do you consider yourself to have a physical or mental impairment that has a substantial, long-term effect on your ability to undertake day-to-day tasks?

Yes  No  Prefer not to say



**Sexual orientation:**

Heterosexual (straight)   
 Gay man   
 Lesbian/gay woman  
 Bisexual   
 Other, please specify: ……………………………………………………………..  
 Prefer not to say



**Religion or belief:**

None   
 Church of Scotland  
Roman Catholic  
 Other Christian, please specify below  
 Muslim  
 Buddhist  
Sikh  
 Jewish  
 Hindu   
 Another religion or body (or other Christian as above), please specify:

…………………………………………………………………………………………………………………….



**What is your preferred work pattern?**

None   
 Annualised hours   
 Homeworking   
Flexi-time  
 Job-share  
 Staggered hours  
 Flexible shifts   
 Term-time hours  
 Compressed hours   
 Prefer not to say  
 Other, please specify: …………………………………………………………………………………….



**Do you have caring responsibilities?**

None  
 Primary carer of a child/children (under 18)  
 Primary carer of disabled child/children (under 18)  
 Primary carer of disabled adult (18 and over)  
 Primary carer of older person   
 Secondary carer (another person carries our the main caring role)  
 Prefer not to say  
 Other, please specify: ………………………………………………………………………………………….



**Thank you for completing this form.**