

**Equal Opportunities Monitoring Form**

Scottish Hockey is committed to promoting equality is all its activities and aims to provide a work environment that is free from discrimination and unfair treatment.

Scottish Hockey has in place an Equal Opportunities Policy which, in order to be effective, requires that we regularly review and monitor the applications we receive by collecting data on race, colour, nationality, ethnic or national origins, gender, marital status, sexual orientation, religion or beliefs, age, disability or caring responsibilities. Please help us monitor our vacancies by completing and returning this form. Your answers will be kept **strictly confidential** and will only be used for monitoring purposes. This form will be detached from your application and will **not** be seen by the panel who shortlists or interviews for the job.

Please complete all sections of the following questionnaire by placing a tick (or by providing information where appropriate) in the classification box () applying to you in each section.

Thank you for taking the time to complete this for.

**Scottish Hockey**

**Equal Opportunities Monitoring Form**

Confidential

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| **Position Applied For:** |
| GENDER |
| Male  Female  I consider myself to be or to **have been transgender**    I prefer not to answer this question |
| AGE |
| 20 years or younger  41 – 50  21 – 30  51 – 60  31 – 40  61 years or over I prefer not to answer this question |
| MARITAL STATUS |
| Married  Civil Partnership  Not Married  I prefer not to answer this question |
| CARING RESPONSIBILITY |
| Do you have caring responsibilities (i.e. are you the primary caregiver to a child or children, or other dependents including disabled, elderly or sick adults)?  Yes  No  I prefer not to answer this question |
| DISABILITY |
| According to the Equality Act 2010, 'disability' is defined as "a physical or mental impairment, which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities."  This definition includes impairments that relate to mobility; manual dexterity; physical coordination; continence; ability to lift, carry or otherwise move everyday objects; speech, hearing or eyesight; memory or ability to concentrate, learn or understand; or, perception of the risk of physical danger, and also includes mental illness or mental health problems; learning disabilities; dyslexia; diabetes; epilepsy; and HIV, cancer and multiple sclerosis, from the point of diagnosis. *(Note: This definition is provided in guidance on disability monitoring published by Trade Unions Congress, as recommended by the Disability Rights Commission).* Do you consider yourself to have a disability? Yes  No  I prefer not to answer this question  In terms of the Equality Act 2010, Scottish Hockey will take steps to make reasonable adjustments within the workplace to avoid those who have a disability in terms of the Act from suffering a disadvantage in comparison to those who are not disabled. |
| RELIGION OR BELIEF |
| What religion, religious denomination or body do you belong to? These are the categories used in the 2001 Census:   Buddhist    Christian:  Roman Catholic  protestant  Other  :\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Hindu  Jewish  Muslim  Sikh  Another religion  Please provide details: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  No religion  I prefer not to answer this question: |

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| ETHNIC ORIGIN |
| How would you define your ethnic origin? The below categories are in line with those recommended by the Commission for Racial Equality for Scotland. White Scottish    Other British  Irish  Any other White background  :\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Mixed**  Any Mixed background Asian, Asian Scottish or Asian British Indian  Pakistani   Bangladeshi   Chinese  Any other Asian background  **Black, Black Scottish or Black British**  Caribbean   African  Any other Black background Other Ethnic Background   Any other background  I prefer not to answer this question |

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| SEXUAL ORIENTATION |
| How would you define your sexual orientation?  Bisexual  Heterosexual  Homosexual  Other  I prefer not to answer this question |