equal opportunities monitoring form

The Scottish FA is committed to ensuring that applicants and employees from all sections of the community are treated equally and not discriminated against on the grounds of gender, colour, race, nationality, ethnic or national origin, marital status, religion or belief, sexual orientation, disability or age.

This form assists us in monitoring who is applying for employment with us, and our adherence to equal opportunities best practice.

Any information you give will only be used by our Human Resources Department for the purpose of ensuring the effectiveness of our Equal Opportunities Policy. This form will be separated from your application on receipt and will be treated in the strictest confidence. The information supplied on this form is used for statistical purposes only.

Thank you for your co-operation.

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| **Position** | |
| Application for post of |  |
| Date of Application |  |

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| **Gender and Sexual Orientation** | |
| Which of the following best describes how you think about yourself? | Male  Female  Other  Prefer not to say |
| Have you ever identified as a transgender person? | Yes  No  Prefer not to say |
| Which of the following best describes how you think of your sexual orientation? | Heterosexual  Gay / Lesbian  Bisexual  Other  Prefer not to say |

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| **Ethnicity** – How would you best describe your ethnicity?  *These categories of ethnic origin are recommended by the UK Equal Opportunities Commission as the most appropriate for the UK. We recognise however that the specified categories may not be appropriate for everyone. If this is the case please use the ‘Other’ box.* | | |
| **White** | Scottish  Other British  Irish  Gypsy Traveller  Polish | |
| Any other white ethnic group, please write in: |  |
| Mixed or multiple ethnic origin, please write in: |  |
| **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, Chinese British | |
| **African** | African, African Scottish or African British | |
| **Caribbean or Black** | Caribbean, Caribbean Scottish or Caribbean British  Black, Black Scottish or Black British | |
| **Other Ethnic Group** | Arab, Arab Scottish or Arab British | |
| Other, please write in: |  |
| Prefer not to say | | |

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| **Age –** What is your age? |
| 16-24  25-34  35-44  45-54  55-64  65+  Prefer not to say |

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| **Religion –** What are your religious beliefs? |
| Buddhist  Sikh  Church of Scotland  Roman Catholic  Other Christian  Hindu  Jewish  Muslim  Other religion  No religion  Prefer not to say |

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| **Disability**  *The Equality Act states that a person has a disability if they have a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities.* | | |
| Do you consider yourself to be disabled? | Yes  No  Prefer not to say | |
| If yes, please identify the nature of your disability: | Deafness or partial hearing loss  Blindness or partial sight loss  Learning disability  Learning difficulty  Development disorder  Physical disability  Mental health condition  Long term illness, disease or condition  Prefer not to say | |
| Other condition, please write in: |  |

The Scottish Football Association respects your privacy and we will not disclose your personal data to any other third party without your consent unless legally required.  The Scottish FA will process personal data collected from you for the purpose of **ensuring the effectiveness of our Equal Opportunities Policy and for reporting statistical data**. For further information, our full Privacy Policy can be found on our website [www.scottishfa.co.uk/privacy-notice/](http://www.scottishfa.co.uk/privacy-notice/). Our legal grounds for processing your personal information is our legal obligation. We will store and retain your personal information for as long as necessary to fulfil the purposes we collected it for.

Dated