

Equal Opportunities Monitoring Form

Confidential

The Royal Caledonian Curling Club (RCCC) is committed to selecting staff solely on the basis of their ability to do the job for which they are being recruited, regardless of their race, colour, nationality, ethnic or national origins, gender, marital status, sexual orientation, religion or beliefs, age, disability or caring responsibilities. Please help us monitor the implementation of this policy by completing and returning this form. Your answers will be kept **strictly confidential** and are used for monitoring purposes only. This form will be detached from your application form and will be treated as anonymous. It will **not** be seen by the panel which shortlists or interviews for the job.

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

Post Applied For: **Marketing Assistant**

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 ☐

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 RCCC 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

In order for RCCC to comply with the Equality Act 2010, we ask that you indicate your religion or beliefs by selecting one of the boxes below. These are the categories used in the 2001 Census:

Buddhist ☐

Christian:

Roman Catholic ☐ Protestant ☐ Other (please provide details): ☐ _____

Hindu ☐

Jewish ☐

Muslim ☐

Sikh ☐

Another religion ☐ Please provide details _____

No religion ☐

I prefer not to answer this question: ☐

ETHNIC ORIGIN

In order to help RCCC comply with the Equality Act 2010, please indicate your ethnic origin by selecting one of the boxes below. These 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 ☐

SEXUAL ORIENTATION

In order for RCCC to comply with the Equality Act 2010, we ask that you indicate your sexual orientation by selecting one of the boxes below:

Bisexual ☐

Heterosexual ☐

Homosexual ☐

Other ☐

I prefer not to answer this question ☐