**Recruitment Monitoring Form**

**Private and confidential**

Walking Scotland is committed to the provision of, and the removal of barriers to, equal opportunity in employment. As a reasonable employer, it undertakes to conduct its affairs in a manner which will not discriminate against, either directly or indirectly, any employee, job applicant or volunteer, on the grounds of: disability; race; religion or belief; age; sex; sexual orientation; marital or civil partnership status; or pregnancy and maternity.

To help us meet this commitment, it would be helpful if you would complete this form. This monitoring form will be separated from your application on receipt and those involved in the selection process will not see it. The information you give will be used solely for the purpose of monitoring our recruitment and selection process.

**Post applied for:**..................................................................

**Sex:**

Female  Male

Intersex  Non Binary

Prefer not to say

**Age Range:**

16- 24  25 – 34  35 – 44

45 – 54  55 – 64  65+

**Ethnic Origin:**

I would describe myself as:

White British

White Irish

Gypsy or Irish Traveller

White other

Black / Black British

Asian British

Asian

Chinese

Arab

Mixed

Other  ...................................

Prefer not to say

**Religion or belief:**

I would describe myself as:

Agnostic

Atheist

Bah’ai

Buddhist

Christian

Hindu

Humanist

Jewish

Muslim

Pagan

Sikh

Rastafarian

Scientologist

Shinto

Zoroastrian

No religion or belief

Other  .......................................

Prefer not to say

**Sexual Orientation**

Gay Woman/ Lesbian  Gay Man

Bi-sexual  Heterosexual/ Straight

Other  .............................

Prefer not to say

**Disability**:

The Equality Act 2010 defines disability as “a physical or mental impairment that has substantial and long term adverse effect on a person’s ability to carry out normal day to day activities”.

Do you consider yourself to have a disability?

Yes  No

If yes, please specify:

Hearing impairment

Visual impairment

Speech impairment

Mobility impairment

Physical co-ordination difficulties

Reduced physical capacity

Learning difficulties

Mental ill health

Progressive conditions

Other  Please specify ......................….

The Equality Act 2010 requires all employers to make reasonable adjustments for disabled employees. Wherever possible Walking Scotland aims to remove barriers that get in the way of a disabled person from doing their job. Should you be successful in your appointment to the post, do you require any reasonable adjustments to be put in place?

Please specify .....................................................................................

**Marital Status:**

Single  Married

Civil Partnership

Separated  Divorced

Widowed  Prefer not to say

**Please state where you first learned of this vacancy**

Website name/organisation: ............................

Social media: ..................................

Jobcentre: ..........................

Word of Mouth:........................

Other (please state).......................

Thank you for your co-operation. Please return this form with your application.

**Walking Scotland**

**June 2025**