**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**