IRISS EQUALITY AND DIVERSITY MONITORING

Head of Resources -2022

Iriss is committed to equality of opportunity in the way we recruit people to join the team. We want to make sure that nobody who applies for employment is discriminated against or receives less favourable treatment on the grounds of age, disability, ethnicity, gender, religion or belief or sexual orientation.

To help us monitor how well we do this we ask applicants to give us information related to equality and diversity. This form is used to collect anonymous information.

Please note that this form is removed from your application when it arrives and is filed separately. It does not form part of your consideration for employment with Iriss.

Are you already an employee of Iriss? YES/NO

Are you related to a current employee of Iriss? YES/NO

|  |
| --- |
| If YES, please give details:  |

*What is your age group?*

|  |  |
| --- | --- |
| Between 16-18 |  |
| Between 18-21 |  |
| Between 22-35 |  |
| Between 36-50 |  |
| Between 51-65 |  |
| Between 66-70 |  |
| Over 70 |  |
| Prefer not to say |  |

Do you consider yourself to have a disability? YES/NO

# Do you have any of the following communication needs?

|  |  |
| --- | --- |
| Hearing impairment  |  |
| Visual impairment  |  |
| Use sign language  |  |
| Lip read  |  |
| No special requirements  |  |
| Prefer not to say  |  |
| Something else (please tell us) |  |

# What is your ethnic group?

Choose ONE section from A-G, then select the appropriate box to indicate your cultural background

|  |
| --- |
| **(A)White** |
| * Scottish
 |  |
| * Other British
 |  |
| * Irish
 |  |
| * Other (please state):
 |  |
| **(B) Mixed**  |
| Any mixed background (please state):  |  |
| **(C) Asian, Asian Scottish, or Asian British** |
| * Indian
 |  |
| * Pakistani
 |  |
| * Bangladeshi
 |  |
| * Chinese
 |  |
| * Any other Asian background (please state):
 |  |
| (D) Black, Black Scottish or Black British |
| * Caribbean
 |  |
| * African
 |  |
| * Any other Black background, (please state):
 |  |
| **(E) Other ethnic background** |
| Any other ethnic background (please state): |  |
| (F) Not known  |  |
| (G)Prefer not to say  |  |

**What is your gender?**

|  |  |
| --- | --- |
| Male |  |
| Female |  |
| Transgender |  |
| Prefer not to say |  |

**How would you describe your religion?**

|  |  |
| --- | --- |
| None  |  |
| Christian – Church of Scotland  |  |
| Christian – Roman Catholic  |  |
| Christian – other  |  |
| Buddhist  |  |
| Hindu  |  |
| Muslim  |  |
| Jewish  |  |
| Sikh  |  |
| Other (please state): |  |
| Prefer not to say  |  |

**How would you describe your sexual orientation?**

|  |  |
| --- | --- |
| Heterosexual |  |
| Lesbian |  |
| Gay |  |
| Bisexual |  |
| Prefer not to say |  |

**About your information**

Please note that by submitting this form to us you are consenting to Iriss retaining your personal details on file for 6 months. After this time, unsuccessful candidate’s applications will be securely destroyed. Your details will only be used for the purposes of this recruitment. All details will be stored securely and in accordance with the General Data Protection Regulations.

Please see our Privacy Policy for more details: [www.iriss.org.uk/privacy-policy](https://www.iriss.org.uk/privacy-policy).