# Equal & Diversity Monitoring

Artlink is committed to eliminating discrimination and encouraging diversity. To that end the purpose of this policy is to provide equality and fairness in our employment (paid or voluntary) and our activities, and not to discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex and sexual orientation. We oppose all forms of unlawful and unfair discrimination.

Artlinkwants to meet the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

We need your help and co-operation to enable it to do this, but filling in this form is voluntary. The information you provide will stay confidential, and be stored securely and limited to only some staff in the organisation’s Human Resources section. Please return the completed form by email to [info@artlinkedinburgh.co.uk](mailto:info@artlinkedinburgh.co.uk) or by post in the envelope marked ‘Strictly confidential’ to *Adrienne Chalmers, Artlink, 13a Spittal street, Edinburgh, EH3 9DY.*

Please answer by indicating the most appropriate option.

**1. Gender**

Man Woman Non-binary Prefer not to say

If you prefer to use your own term, please specify here …………………….

**2. Gender Identity**

Trans is an umbrella term for people whose gender identity in some way differs from the gender they were assigned at birth. Using this definition, do you now or have you ever identified as trans?

Yes No Prefer Not to Say

**3. Are you married or in a civil partnership?**

Yes No Prefer not to say

**4. Age**

16-24 25-29 30-34 35-39 40-44 45-49

50-54 55-59 60-64 65+ Prefer not to say

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**5. What is your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong.

***a. White***

Scottish Welsh English Northern Irish Irish

British Gypsy or Irish Traveller Prefer not to say

Any other white background, please write in:

***b. Mixed/multiple ethnic groups***

White and Black Caribbean White and Black African White and Asian

Prefer not to say

Any other mixed background, please write in:

***c. Asian/Asian British***

Indian Pakistani Bangladeshi Chinese

Prefer not to say

Any other Asian background, please write in:

***d. Black/ African/ Caribbean/ Black British***

African Caribbean

Prefer not to say

Any other Black/African/Caribbean background, please write in:

***e. Other ethnic group***

Arab

Prefer not to say

Any other ethnic group, please write in:

**6. Do you consider yourself to have a disability or health condition?**

Yes No Prefer not to say

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:

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The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.

**7. What is your sexual orientation?**

Heterosexual Gay woman/lesbian Gay man Bisexual

Prefer not to say

If you prefer to use your own term, please specify here:

**8. What is your religion or belief?**

No religion or belief Buddhist Christian Hindu

Jewish Muslim Sikh

Prefer not to say

If other religion or belief, please write in:

**9. Do you have caring responsibilities?**

None

Primary carer of child/children (under 18)

Primary carer of disabled child/children

Primary carer of disabled adult (18 and over)

Primary carer of older person

Secondary carer (another person carries out the main caring role)

Prefer not to say