

## Diversity Monitoring Form

Swiss Cottage Community Association (SCCA) is committed to promoting fairness and eliminating discrimination from recruitment and selection practices. We will ensure that no job applicant, employee or trustee receives less favourable treatment either directly or indirectly, on the grounds of age, race, disability, gender, marital status, religion or faith or sexual orientation.

To monitor and audit the effective delivery of this commitment, the SCCA asks all applicants to provide information asked for in this monitoring form. This will only be used for this purpose, will form no part of the interview process and will be treated in strict confidence.

The form will be detached from your application form and transferred to our Human Resources database to help monitor the diversity of applications we receive. This will enable us to develop appropriate policies and procedures in respect of diversity and equal opportunities.

Name:

Date:

Position applied for:

Where did you learn of this post?

1. Gender:      Male    Female

2. Nationality:

3. How would you describe your ethnic origin?

**White**

**A** British

**B** Irish

**C** Any other white background

**Mixed**

**D** White and black Caribbean

**E** White and black African

**F** White and Asian

**Asian or Asian British**

**H** Indian

**J** Pakistani

**K** Bangladeshi

**L** Other Asian background  
Please specify

**Black or black British**

**M** Caribbean

**N** African

**P** Any other black background

**Other ethnic groups**

**R** Chinese

**S** Other ethnic groups

Please specify

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4. **Disability is defined by the Disability Discrimination Act 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. The disability could be physical, sensory or mental and must be expected to last at least 12 months.

Are you a disabled person as defined by the Disability Discrimination Act?    Yes  
No

7. **How would you describe your religion or belief?**

Christian      Buddhist      Hindu      Jewish

Muslim      Sikh      None      Prefer not to say

Other (please specify .....)

8. **What of the following describes your sexual orientation?**

Bi-sexual      Gay      Heterosexual      Lesbian

Other      Prefer not to disclose

Thank you for completing this form. Please return it with your expression of interest form and return to [adrian@yourswiss.org](mailto:adrian@yourswiss.org)