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| This questionnaire is designed to assist diversity monitoring and will not be used as part of the selection procedure. As a public body the SPSO are required by law to comply with monitoring procedures. We also monitor diversity information to understand if and where there may be under-represented groups in our workforce so that we can target our approach to improving workforce diversity, and to ensure that our policies and working practices are inclusive with the aim of more widely representing the diverse communities that we serve. |
| **Sex** |
| [ ]  Male | [ ]  Female | [ ]  Prefer not to say |
| **Trans (16 years or over)** |
| Trans is a term used to describe people whose gender identity is not the same as the sex they were registered with at birth. Do you consider yourself to be trans, or have a trans history? |
| [ ]  Yes | [ ]  No | [ ]  Prefer not to say |
| If you would like to, please describe your trans status (for example, non-binary, trans man, trans woman)      |
| **Ethnic origin** |
| A - White |
| [ ]  Scottish | [ ]  Irish | [ ]  Other British |
| [ ]  Any other white background (please specify)       |
| B - Mixed |
| [ ]  Any mixed background (please specify)       |
| C - Asian, Asian Scottish or Asian British |
| [ ]  Bangladeshi | [ ]  Chinese | [ ]  Indian |
| [ ]  Pakistani | [ ]  Any other Asian background (please specify)       |
| D - Black, Black Scottish or Black British |
| [ ]  African | [ ]  Caribbean |
| [ ]  Any other black background (please specify)       |
| E - Other ethnic background |
| [ ]  Any other background (please specify)       |
| F – Prefer not to say |
| [ ]  Prefer not to say |
| **LGB+** |
| [ ]  Bisexual | [ ]  Gay man | [ ]  Gay woman/lesbian |
| [ ]  Heterosexual/straight | [ ]  Prefer not to say | [ ]  Other (specify if you wish)       |

**Please continue questions on the next page**

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| **Religion** |
| [ ]  Buddhist  | [ ]  Church of Scotland | [ ]  Hindu |
| [ ]  Jewish  | [ ]  Muslim | [ ]  Other Christian |
| [ ]  Roman Catholic | [ ]  Sikh | [ ]  Not applicable/None |
| [ ]  Another religion (please specify)       | [ ]  Prefer not to say |
| **Age** |
| [ ]  Under 25 | [ ]  25-34 | [ ]  35-44 |
| [ ]  45-54 | [ ]  55+ | [ ]  Prefer not to say |
| **Disability** |
| The Equality Act 2010 defines a disabled person as someone who has "A physical or mental impairment which has a substantial and adverse long-term effect on their ability to carry out normal day to day activities". |
| Taking this statement into account, do you regard yourself as a disabled person? |
| [ ]  Yes | [ ]  No | [ ]  Prefer not to say |