**The information on this form is confidential and will be kept securely, and separate to your job application.**

At the Highlands and Islands Students’ Association we are committed to ensuring that all candidates are treated on the basis of their merits and abilities, and that unfair and unlawful discrimination is eliminated. We positively welcome applications from all sections of the community.

Please complete or tick/highlight the most appropriate descriptor in each of the following sections.

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|  **Nationality**:  | **Gender**: Male Female Non-binary Other Choose not to disclose  |

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| **Age range:** | 16 - 19 | 20 - 29 | 30 - 39 | 40 - 49 |
|  | 50 - 59 | 60 - 63 | 64+ | Choose not to disclose |

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| **Transgender status**: Do you currently or have you previously considered yourself a transgender person? |
| Yes  | No | Choose not to disclose |

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| **Marital or Civil Partnership status:** |
| Single  | Married/Civil Partnership | Partnered | Divorced |
| Widowed | Separated | Choose not to disclose  |  |

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| **Dependants:** Do you have caring responsibilities for any of the following? If Yes please specify. |
| Child  | Older person | Other  | None | Choose not to disclose |

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| **Ethnicity:** Which one of the following groups do you feel most adequately describes your ethnic origin? |
| **Asian or British Asian**IndianPakistaniBangladeshiChineseOther Asian background(please specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Dual Heritage**White and Black CaribbeanWhite and Black AfricanWhite and AsianOther dual heritage background(please specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **White** British EnglishBritish IrishBritish ScottishBritish WelshBritish Other (please specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_IrishOther White background (please specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| **Black or Black British**CaribbeanAfricanOther Black background (please specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Other ethnic background** (please specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **I do not wish to state my ethnic group** |

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| **Disability:** |
| Disability is defined in the Equality Act 2010 as a physical or mental impairment that has a substantial and long-term effect on a person’s ability to carry out normal day to day activities. Long term is taken to mean lasting for a period greater than twelve months or where the total period is likely to last at least twelve months. You are not obliged to declare a disability and UHI recognises that many people who may be considered disabled under the terms of the legislation do not require any assistance or support. However for those who may, equipment, computer software, flexible working, other support or reasonable adjustment may be available, so an individual’s impairment would have little or no bearing on their capability to realise their employment potential. If you wish please give further details here of any equipment or support you may need because of your disability to carry out the duties described in the job description. This may include any special consideration for access.  |
| Do you consider yourself to be disabled within the definition of the Act? Yes NoIf you wish please give further details here: |

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| **Sexual Orientation**: Which one of the following most adequately describes your sexual orientation? |
| Gay/Lesbian  | Bisexual | Heterosexual | Choose not to disclose |

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| **Religion and Belief:**  Which of the following religions or belief systems, if any, do you belong to or affiliate with? |
| Buddhism | Christianity  | Hinduism |
| Islam | Judaism | Paganism |
| Sikhism | No Religion or belief | Choose not to disclose |
| Other (please state) |

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| **Where did you see this post advertised?** |
|  |

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| **Thank you for your co-operation in completing this form. If you feel it can be improved in any way please comment:** |

Forms should be emailed to hisa@uhi.ac.uk or posted to: HISA, University of the Highlands and Islands, Executive Office, Ness Walk, Inverness IV3 5SQ.