**Foirm-sgrùdaidh Co-Ionannachd Chothroman – Luchd-obrach**

**Equal Opportunities Monitoring Form - Staff**

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| Tha e na ghealltanas aig Bòrd na Gàidhlig a bhith a’ fastadh, a’ gleidheadh agus a’ leasachadh sgioba-obrach a riochdaicheas aig gach ìre na caochladh choimhearsnachdan a tha sinn a’ frithealadh. Nuair a chuidicheas sibh sinn le fiosrachadh ceart a thoirt dhuinn, nì sin cinnteach gun cùm sinn ri ar dleastanasan laghail ach, nas cudromaiche, cuidichidh e sinn ar poileasaidhean agus dòighean-obrach a leasachadh, rud a bhios a’ ciallachadh gun urrainn dhuinn sgioba-obrach mheasgaichte, thàlantach agus dhealasach a thàladh thugainn agus a chumail. | Bòrd na Gàidhlig is committed to recruiting, retaining and developing a workforce that reflects at all grades the diverse communities that we serve. Your cooperation in providing us with accurate data will ensure that we not only meet our legal obligations but, more importantly, help us improve our policies and procedures to enable us to attract and retain a diverse, talented and motivated workforce. |
| Thèid dèiligeadh ris a h-uile sgath fiosrachaidh san fhoirm seo mar gum biodh e gun urra agus ann an dòigh gu tur  dìomhair agus bidh e air a chleachdadh airson adhbharan staitistigeil a-mhàin. | Any information provided on this form will be processed anonymously, treated as strictly confidential and will be used for statistical purposes only. |
| Cha bhi am fiosrachadh seo air chor sam bith air a cheangal ribh mar neach fa leth no air a chleachdadh airson co-dhùnadh sam bith a dhèanamh mur deidhinn. | Under no circumstances will this information be linked to you as an individual or used to inform any decisions made about you. |
| Cha bhi fiosrachadh idir air fhoillseachadh no air a chleachdadh ann an dòigh sam bith a leigeas le duine fa leth a bhithair aithneachadh. | No information will be published or used in any way which allows any individual to be identified. |
| Mar fhastaiche, tha dleastanas reachdail air Bòrd na Gàidhlig sgrùdadh a thaobh co-ionannachd a dhèanamh airson grunn phoileasaidhean agus mhodhan-obrach co-cheangailte ri fastadh, agus gum bi am fiosrachadh seo air ùrachadh. | As an employer Bòrd na Gàidhlig is legally required to monitor equalities for a number of employment-related policies and procedures and keep this information up to date. |
| Air an adhbhar sin dh’fhaodadh gun iarr sinn oirbh  am foirm seo a lìonadh a-steach a-rithist uaireigin san àm ri teachd. | We may therefore ask you to complete this form again at some point in the future. |

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| **1. Gin** | **1. Gender** |
| Fireann / Boireann / ’S fheàrr leam gun a ràdh | Male / Female / Prefer not to say |
| **2. A bheil sibh pòsta no ann an co-cheangal catharra?** | **2. Are you married or in a civil partnership?** |
| Tha / Chan eil / ’S fheàrr leam gun a ràdh | Yes/ No / Prefer not to say |
| **3. Aois** | **3. Age** |
| **Dè an aois a bha sibh air ur co-là-breith mu dheireadh? –** Sgrìobhaibh e le ur toil /  ’S fheàrr leam gun a ràdh | **What was your age at your last birthday?**  **–** Please write in /  Prefer not to say |
| **4. Ciamar a dh’ainmicheas sibh ur dearbh-aithne nàiseanta?** | **4. How would you describe your national identity?** |
| Albannach / Sasannach / Cuimreach / Èireann a Tuath  / Breatannach /  Eile – sgrìobhaibh e le ur toil / ’S fheàrr leam gun a ràdh | Scottish / English / Welsh / Northern Irish / British /  Other - please write in / Prefer not to say |
| **5. Dè an dàimh cinneachail a th’ agaibh?** | **5. What is your ethnicity** |
| *Chan ann mu dheidhinn nàisein, àite-breith no saoranachd a tha na roinnean mu bhun dàimh cinneachail. ‘S ann a*  *tha e mu dheidhinn dè a’ bhuidheann, mar neach fa leth, a shaoileas sibh dom buin sibh.* | *Ethnic origin categories are not about nationality, place of birth or citizenship. They are about the group to which you as an individual perceive you belong.* |
| ***Taghaibh, le ur toil, aon roinn bho A gu F as fheàrr a dh’innseas a’ bhuidheann chinneachail agaibh agus co às a tha sibh.*** | ***Please choose one section from A to F, then tick one box which best describes your ethnic group or background.*** |
| A. Geal / Albannach / Neach-siubhail Siopsach / Breatannach (eile) / Pòlainneach / Èireannach /  Eile – sgrìobhaibh e le ur toil | A. White / Scottish Gypsy Traveller / Other British / Polish / Irish /  Other - please write in |
| B. Buidhnean cinnidh measgte / barrachd air aon  Buidhnean measgte no barrachd air aon sam bith – sgrìobhaibh le ur toil | B. Mixed/multiple ethnic groups  Any mixed or multiple ethnic groups - please write in |
| C. Àisianach / Àisianach Albannach / no Àisianach Breatannach  Pacastanach / Pacastanach Albannach / no Pacastanach Breatannach | C. Asian / Asian Scottish / or Asian British  Pakistani / Pakistani Scottish / or Pakistani |

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| Bangladesheach / Bangladesheach Albannach / no Bangladesheach Breatannach  Innseanach / Innseanach Albannach / no Innseanach Breatannach  Sìonach / Sìonach Albannach / no Sìonach Breatannach /  Eile – sgrìobhaibh e le ur toil | British Bangladeshi / Bangladeshi Scottish / or Bangladeshi British  Indian / Indian Scottish / or Indian British  Chinese / Chinese Scottish / or Chinese British /  Other - please write in |
| D. Afraganach  Afraganach, Afraganach Albannach no Afraganach Breatannach  Eile – sgrìobhaibh e le ur toil | D. African  African, African Scottish or African British  Other - please write in |
| E. Caribeach no Dubh  Caribeach, Caribeach Albannach no Caribeach Breatannach  Dubh, Albannach Dubh, Breatannach Dubh Eile – sgrìobhaibh e le ur toil | E. Caribbean or Black  Caribbean, Caribbean Scottish, or Caribbean British  Black, Black Scottish, Black British Other - please write in |
| F. Buidheann cinnidh eile  Arabach, Arabach Albannach no Arabach Breatannach  Eile – sgrìobhaibh e le ur toil ’S fheàrr leam gun a ràdh | F. Other ethnic group  Arab, Arab Scottish or Arab British  Other - please write in Prefer not to say |
| **6. A bheil suidheachadh slàinte corporra no inntinn no tinneas ort a mhaireas no an dùil gum mair e 12 mìosan no barrachd?** | **6. Do you have a physical or mental health condition or illness lasting or expected to last 12 months or more?** |
| Tha/ Chan eil/ ’S fheàrr leam gun a ràdh | Yes/ No/ Prefer not to say |
| **Ma fhreagair sibh tha, a bheil an dìth slàinte no an tinneas a’ cur bacadh oirbh a bhith dèanamh ur n- obair làitheil?** | **If you have answered yes, does your condition or illness reduce your ability to carry out day-to-day activities?** |
| Tha, gu mòr/ Tha, beagan/ Chan eil idir/ ’S fheàrr leam gun a ràdh | Yes, a lot/ Yes, a little/ No, not at all/ Prefer not to say |
| **7. Dè ur taobh gnèitheasach?** | **7. What is your sexual orientation?** |
| Iol-ghnèitheasach / dìreach / Dà-ghnèitheasach / Fireannach gèidh / Eile  Boireannach gèidh / leasbach / ’S fheàrr leam gun a ràdh | Heterosexual / straight / Bisexual Gay man / Other  Gay woman / lesbian / Prefer not to say |
| **8. Dè an creideamh a th’ agaibh?** | **8. What is your religion or belief?** |
| Chan eil creideamh agam / Eaglais na h-Alba / An Eaglais Chaitligeach / Crìosdaidh eile – sgrìobhaibh e  gu h-ìosal le ur toil | No religion / Church of Scotland / Roman Catholic / Other Christian - please write in  below |

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| Muslamach / Buddach / Sikh / Iùdhach / Hindu  Creideamh sam bith eile – Sgrìobhaibh e le ur toil / ’S fheàrr leam gun a ràdh | Muslim / Buddhist / Sikh / Jewish / Hindu  Any other religion - please write in / Prefer not to say |
| **9. Dè am pàtran obrach a th ’agad an-dràsta** | **9. What is your current working pattern?** |
| Làn-thìde / Pàirt-thìde / ’S fheàrr leam gun a ràdh | Full-time / Part-time / Prefer not to say |
| **10. Ma tha sibh ag obair an-dràsta, dè an rian- obrach sùbailte a th’ agaibh?** | **10. If you are currently working, what is your flexible working arrangement?** |
| Chan eil gin / Siobhtaichean sùbailte Uairean ‘Flexi’ / Uairean teannaichte Uairean le beàrnan / Ag obair bhon taigh  Uairean na teirm / Eile – sgrìobhaibh e le ur toil Uairean sa bhliadhna / ’S fheàrr leam gun a ràdh  Obair roinnte | None / Flexible shifts  Flexi-time / Compressed hours Staggered hours / Homeworking  Term-time hours / Other - please write in Annualised hours / Prefer not to say  Job-share |
| **11. A bheil uallaichean cùraim oirbh? Ma thà, cuiribh strìochag far a bheil sin iomchaidh** | **11. Do you have caring responsibilities? If yes please tick all that apply** |
| Chan eil / Prìomh neach-cùraim do neach nas sine (65+)  Prìomh neach-cùraim do phàiste / phàistean (fo 18) Iar neach-cùraim  Prìomh neach-cùraim do phàiste / phàistean ciorramach ’S fheàrr leam gun a ràdh  Prìomh neach-cùraim do inbheach ciorramach (18 no nas sine) | None / Primary carer of older person (65+)  Primary carer of a child / children (under 18) Secondary carer  Primary carer of disabled child / children Prefer not to say  Primary carer of disabled adult (18 and over) |
| **12. Dè cho comasach, nad bheachd fhèin, agus a tha thu sa Ghàidhlig?** | **12. How would you class your Gaelic language ability?** |
| Gun chomas  Comas conaltradh bunaiteach agus comas coluadair sìmplidh a dhèanamh ri càch  Comas dèiligeadh ri fiosrachadh àbhaisteach, sìmplidh agus a’ tòiseachadh air a bhith comasach conaltradh a dhèanamh ann an suidheachaidhean air a bheilear  eòlach | None  Basic ability to communicate and begin to exchange simple information  Ability to deal with simple, straight-forward information and begin to express oneself in familiar contexts |

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| Comas air smuaintean a chur an cèill ann an dòigh car cuibhrichte ann an suidheachaidhean air a bheilear eòlach  Comas a’ mhòr-chuid de thargaidean cànain a choileanadh agus comas beachdan a chur an cèill air farsaingeachd  chuspairean  Comas conaltradh gu h-èifeachdach, a’ gabhail a- steach cho iomchaidh ’s a tha a’ chainnt, cho mothachail ’s a thathar air gnàthas a’ chànain agus comas dèiligeadh ri cuspairean air nach eilear eòlach  Comas dèiligeadh ri stuthan acadaimigeach no susbaint a tha toinnte agus doirbh a thuigsinn, a dh’fhaodadh a bhith nas adhartaiche na ’n ìre a bhios neach-labhairt àbhaisteach le Gàidhlig bho thùs cleachdte ris  ’S fheàrr leam gun a ràdh | Ability to express oneself in a limited way in familiar situations  Capacity to achieve most goals and express oneself on a range of topics  Ability to communicate with appropriacy, sensitivity and deal with unfamiliar topics  Capacity to deal with material that is academically and cognitively demanding which may be more advanced than  the average native speaker  Prefer not to say |
| Le bhith lìonadh a-steach am foirm seo tha sibh gar cuideachadh, mar fhastaiche, dèanamh cinnteach gum bi co-ionannachd  chothroman ann do na h-uile. | By completing this form you have helped us better understand how we, as an employer, ensure equality of opportunity for all. |
| Tapadh leibh airson am foirm seo a lìonadh a-steach. | Thank you for completing this form |