**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 turdìomhair 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 oirbham 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 aonBuidhnean measgte no barrachd air aon sam bith – sgrìobhaibh le ur toil | B. Mixed/multiple ethnic groupsAny mixed or multiple ethnic groups - please write in |
| C. Àisianach / Àisianach Albannach / no Àisianach BreatannachPacastanach / Pacastanach Albannach / no Pacastanach Breatannach | C. Asian / Asian Scottish / or Asian BritishPakistani / Pakistani Scottish / or Pakistani |

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| Bangladesheach / Bangladesheach Albannach / no Bangladesheach BreatannachInnseanach / Innseanach Albannach / no Innseanach BreatannachSìonach / Sìonach Albannach / no Sìonach Breatannach /Eile – sgrìobhaibh e le ur toil | British Bangladeshi / Bangladeshi Scottish / or Bangladeshi BritishIndian / Indian Scottish / or Indian BritishChinese / Chinese Scottish / or Chinese British /Other - please write in |
| D. AfraganachAfraganach, Afraganach Albannach no Afraganach BreatannachEile – sgrìobhaibh e le ur toil | D. AfricanAfrican, African Scottish or African BritishOther - please write in |
| E. Caribeach no DubhCaribeach, Caribeach Albannach no Caribeach BreatannachDubh, Albannach Dubh, Breatannach Dubh Eile – sgrìobhaibh e le ur toil | E. Caribbean or BlackCaribbean, Caribbean Scottish, or Caribbean BritishBlack, Black Scottish, Black British Other - please write in |
| F. Buidheann cinnidh eileArabach, Arabach Albannach no Arabach BreatannachEile – sgrìobhaibh e le ur toil ’S fheàrr leam gun a ràdh | F. Other ethnic groupArab, Arab Scottish or Arab BritishOther - 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 / EileBoireannach gèidh / leasbach / ’S fheàrr leam gun a ràdh | Heterosexual / straight / Bisexual Gay man / OtherGay 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 egu h-ìosal le ur toil | No religion / Church of Scotland / Roman Catholic / Other Christian - please write inbelow |

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| Muslamach / Buddach / Sikh / Iùdhach / HinduCreideamh sam bith eile – Sgrìobhaibh e le ur toil / ’S fheàrr leam gun a ràdh | Muslim / Buddhist / Sikh / Jewish / HinduAny 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 taighUairean na teirm / Eile – sgrìobhaibh e le ur toil Uairean sa bhliadhna / ’S fheàrr leam gun a ràdhObair roinnte | None / Flexible shiftsFlexi-time / Compressed hours Staggered hours / HomeworkingTerm-time hours / Other - please write in Annualised hours / Prefer not to sayJob-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-cùraimPrìomh neach-cùraim do phàiste / phàistean ciorramach ’S fheàrr leam gun a ràdhPrìomh 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 carerPrimary carer of disabled child / children Prefer not to sayPrimary 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 chomasComas conaltradh bunaiteach agus comas coluadair sìmplidh a dhèanamh ri càchComas dèiligeadh ri fiosrachadh àbhaisteach, sìmplidh agus a’ tòiseachadh air a bhith comasach conaltradh a dhèanamh ann an suidheachaidhean air a bheileareòlach | NoneBasic ability to communicate and begin to exchange simple informationAbility 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 eòlachComas a’ mhòr-chuid de thargaidean cànain a choileanadh agus comas beachdan a chur an cèill air farsaingeachdchuspaireanComas 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 eòlachComas 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 situationsCapacity to achieve most goals and express oneself on a range of topicsAbility to communicate with appropriacy, sensitivity and deal with unfamiliar topicsCapacity to deal with material that is academically and cognitively demanding which may be more advanced thanthe average native speakerPrefer not to say |
| Le bhith lìonadh a-steach am foirm seo tha sibh gar cuideachadh, mar fhastaiche, dèanamh cinnteach gum bi co-ionannachdchothroman 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 |