

Subject: Help Us Foster a More Inclusive Workplace – Please Complete the Equality and Diversity Monitoring Form

Dear Colleagues,

At Who Cares? Scotland, we are committed to creating a workplace where everyone feels valued, respected, and able to thrive. As part of this commitment, we are asking for your help by completing our Equality and Diversity Monitoring Form.

[Who Cares? Scotland: Equality and Diversity Monitoring Form](#)

Why Are We Doing This?

Understanding the diversity of our workforce helps us identify where we are doing well and where we can improve in creating an inclusive and equitable environment. The information gathered will enable us to shape policies, practices, and initiatives that support everyone, regardless of their background or identity.

Your Participation Is Voluntary

Completing the form is entirely voluntary, but we would sincerely appreciate your participation. The more responses we receive, the better we can understand and address the needs of our workforce.

Confidentiality Assurance

We want to reassure you that all information collected will remain strictly confidential and will only be used for monitoring purposes. It will not be used to identify individuals or the teams you are part of.

Survey Details

- The survey will remain open until **5pm on Friday 28th of March 2025**.
- We will share the overall results across the organisation once the data has been collated. No individual details, such as employee names, or teams, will be part of the shared results as this information will not be collected as part of the survey.

If you have any questions or concerns about the form or the process, please don't hesitate to contact the People and Culture Team. We'd be happy to have a more detailed discussion around any suggestions, queries or questions that you may have.

Thank you in advance for your support in helping us foster a more inclusive workplace.

Best regards,
People & Culture Team