Equality and Diversity in Employment

Please complete this form and return it in the envelope provided to the HR Operational Support team. This information will not be disclosed to anyone involved in the selection process.

The University of Strathclyde is committed to a programme of action to promote equality and diversity in employment. Our aim is to ensure that applicants and employees are not subject to direct or indirect discrimination based on protected characteristics of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; gender; and sexual orientation; or any other irrelevant factor.

The University has an equal opportunities policy and a range of equality and diversity policies and information on the website. (<http://www.strath.ac.uk/equalitydiversity/>)

To monitor progress and ensure that our policies are effective, we collect monitoring information about applicants and employees. This information assists us in supporting existing staff and attracting a diverse workforce to Strathclyde.

If you have any questions or would like further clarification then please do not hesitate to contact the Equality and Diversity Manager at [equalopps@strath.ac.uk](mailto:equalopps@strath.ac.uk).

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| --- | --- | --- | --- | --- | --- | --- |
| Applicant’s details | | | | | | |
| Name (only to ensure information is entered against the correct record) |  | Vacancy Reference |  | | | |
| Vacancy Title |  | | | |
| Date of Birth | DD / MM / YYYY | Department |  | | | |
| Nationality |  | Sex | Female |  | Male |  |

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| --- | --- | --- | --- | --- | --- | --- |
| Ethnic Origin | | | | | | |
| The options reflect the census ethnicity classifications used throughout the UK and allow comparative statistics to be derived both within and out with the sector. Tick the most appropriate box to indicate your ethnic origin. | | | | | |
| White – British |  | White Scottish |  | White – Irish |  | |
| Other White background |  | Asian or Asian British – Indian |  | Asian or Asian British – Bangladeshi |  | |
| Asian or Asian British – Pakistani |  | Chinese |  | Other Asian background |  | |
| Black or Black British – African |  | Black or Black British – Caribbean |  | Other Black background |  | |
| Mixed – White and Black African |  | Mixed – White and Asian |  | Mixed–White and Black Caribbean |  | |
| Other Mixed background |  | Not known |  | Prefer not to say |  | |
| Other Not Listed Above |  |  |  | | | |

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| --- | --- | --- | --- | --- | --- | --- |
| Religion/Belief/Faith | | | | | | |
| Please select if you are: | | | | | |
| Buddhist |  | Christian – Church of Scotland |  | Christian – Roman Catholic |  | |
| Christian – Other denomination |  | Hindu |  | Humanist |  | |
| Jewish |  | Muslim |  | Sikh |  | |
| Any other religion, belief or faith |  | No Religion |  | Prefer not to say |  | |

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| Disability | | | |
| The Equality Act 2010 s.6 (1) defines disability as 'A physical or mental impairment which has a long term and substantial adverse effect on a person's ability to carry out normal day to day activities.' | | | |
|  | Yes | No | Prefer not to say |
| Do you have a disability as defined by the Equality Act 2010? |  |  |  |

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| --- | --- | --- | --- | --- | --- | --- |
| Sexual Orientation | | | | | | |
| What is your sexual orientation? | | | | | |
| Bisexual |  | Gay woman/lesbian |  | Prefer not to say |  | |
| Gay man |  | Heterosexual |  | Other |  | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Parental Requirements | | | | | | |
| Please select if you are: | | | | | |
| On additional paternity leave |  | On adoption leave |  | On maternity leave |  | |
| Pregnant |  | Prefer not to say |  | Not applicable |  | |

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| --- | --- | --- | --- | --- | --- | --- |
| Relationship Status | | | | | | |
| Please select if you are: | | | | | |
| Civil Partner |  | Co habiting |  | Divorced |  | |
| Married |  | Separated |  | Single |  | |
| Widowed |  | Prefer not to say |  |  |  | |

|  |  |  |  |
| --- | --- | --- | --- |
| Gender Assignment | | | |
|  | Yes | No | Prefer not to say |
| Does your gender identity match your sex as registered at birth? |  |  |  |