

Equality, Diversity and Inclusion Monitoring Form

The University of Cumbria is committed to equality of opportunity in everything we do, including employment. In order to monitor this, it is necessary to collect equality information from all job applicants.

The information collected will form a confidential statistical record/database which will not be used for any other purpose than to support the University's actions with regard to equality of opportunity and for the purpose of national statistical analysis by HESA (Higher Education Statistical Agency).

Thank you for your assistance in completing this questionnaire.

Vacancy Reference Title of Post

Grade of post Date of Birth

Full time Part time

Gender:

I am Female I am Male Prefer not to say

Is your gender identity the same as the gender you were assigned at birth?

Yes No Prefer not to say

Are you married or in a civil partnership?

Yes No Prefer not to say

Sexual Orientation. I identify as:

Bisexual Gay Heterosexual
 Lesbian Prefer not to say

Race. I am:

Asian or Asian British:

Bangladeshi Indian
 Pakistani Other Asian heritage (please specify)

Black or Black British:

African Caribbean
 Other Black heritage (please specify)

Chinese or Chinese British

I am of mixed heritage:

Black & White Caribbean Black & White African

Other mixed heritage (please specify)

Other ethnic heritage (please specify)

I am White:

British Irish
 Polish Other White heritage (please specify)

Prefer not to say

Pregnancy and Maternity:

I am or have been pregnant in the last 12 months:

- Yes No Prefer not to say

Nationality:

Please indicate your nationality:

Religion or Belief. I am:

- Of a religious faith (please specify):
- | | |
|---|--|
| <input type="checkbox"/> Buddhist | <input type="checkbox"/> Christian |
| <input type="checkbox"/> Christian (Church of Scotland) | <input type="checkbox"/> Christian (Roman Catholic) |
| <input type="checkbox"/> Christian (Presbyterian) | <input type="checkbox"/> Christian (Church of Ireland) |
| <input type="checkbox"/> Christian (Methodist) | <input type="checkbox"/> Hindu |
| <input type="checkbox"/> Jewish | <input type="checkbox"/> Muslim |
| <input type="checkbox"/> Sikh | <input type="checkbox"/> Spiritual |
| <input type="checkbox"/> Any other religion or belief | |

- Of a Belief system not related to a religion (please specify)
 Of no religious faith or belief system Prefer not to say

Disability:

- I have a disability* (please specify):
- 08 Two or more impairments and/or disabling medical conditions
 - 51 Specific learning disability ie dyslexia/dyspraxia
 - 52 General learning disability ie Down's syndrome
 - 53 A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder
 - 54 Long-standing illness or health condition ie cancer/HIV/diabetes/chronic heart disease/epilepsy
 - 55 Mental health condition ie depression/schizophrenia
 - 56 Physical impairment or mobility issues ie difficulty using arms or using a wheelchair/crutches
 - 57 Deaf or serious hearing impairment
 - 58 Blind or serious visual impairment
 - 96 A disability, impairment or medical condition that is not listed above
- I do not have a disability* Prefer not to say

* The definition of a disability as defined in the Equality Act 2010 is a person who has a physical or mental impairment which has a **substantial** and **long-term** adverse effect on their ability to perform **normal day-to-day activities**. For the purposes of the Act, these words have the following meanings:

- **substantial** means minor or trivial
- **long-term** means that the effect of the impairment has lasted at least twelve months, is likely to be for at least 12 months or is likely to last for the rest of the life of the person affected.
- **normal day-to-day activities** are things people do on a regular or daily basis and examples include reading and writing, having a conversation or using the telephone, shopping, watching television, getting washed and dressed, preparing and eating food, carrying out household tasks, walking and travelling by various forms of transport and taking part in social activities.

Please return this monitoring form with your application – it will be separated from all other supplied information before the application form is forwarded to the short-listing panel.

If you have any questions which arise when completing this form, please contact the Recruitment team on 01524 590883 or by email at jobs@cumbria.ac.uk.