

**EQUALITY AND DIVERSITY MONITORING FORM**

**MEMBERS OF UNIVERSITY COURT**

In order to support Queen Margaret University's commitment to ensuring that there is an appropriate balance of independent members on the University Court in terms of equality and diversity, it is necessary to monitor the equality and diversity characteristics of Court members and of applicants for lay membership. This will provide the Court with the information it needs to ensure that its equality and diversity goals are being met by identifying where gaps in representation arise, allowing the Court to target future recruitment activity to ensure that an appropriate balance is achieved.

This form asks questions relating to those grounds on which the law currently prohibits discrimination, and takes account of best practice in relation to current legislation. The information you provide will be treated as **strictly confidential** and will be used only for equality and diversity monitoring purposes.

If you have any questions or comments about completing this form, or if you require it in an alternative format, please contact Fraser Rudge on 0131 474 0000 or email frudge@qmu.ac.uk.

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| **Date of Birth**What is your date of birth? |
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| **What is your Nationality?** |
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| **Sex**What is your sex?This should be based on sex at birth as per birth certificate or sex declared on a Gender Reassignment certificateFor HESA reporting purposes, a third sex should only be selected when a third sex is legally recognised by another Country. |
|  | Male |  | Female |
|  | Other - this should only be selected when a third sex is legally recognised by another Country. |  |  |

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| **Do you consider yourself to be trans, or have a trans history?** |
|  | Yes |  | No |
|  | Prefer not to say |  |  |

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| **Sexual Orientation**Which of the following best describes your sexual orientation? |
|  | Bisexual |  | Other sexual orientation |
|  | Gay or lesbian |  | Prefer not to say |
|  | Heterosexual or straight |  |  |

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| **Disability**Do you have an impairment, health condition or learning difference that has a substantial or long term impact on your ability to carry out normal day to day activities?Do you have an impairment, health condition or learning difference that has substantial and long-term impact on your ability to carry out normal day-to-day activities?Staff should be asked this question every year.Under the Equality Act 2010, a person is considered to have a disability 'if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities’. ‘Substantial' is defined by the Act as 'more than minor or trivial'. An impairment is considered to have a long term effect if:* it has lasted for at least 12 months
* it is likely to last for at least 12 months, or
* it is likely to last for the rest of the life of the person.

Normal day-to-day activities are not defined in the Act, but in general they are things people do on a regular or daily basis, for example eating, washing, walking, reading, writing or having a conversation. Only serious visual impairments are covered by the Equality Act 2010. For example, a person whose eyesight can be corrected through the use of prescription lenses is not covered by the Act; neither is an inability to distinguish between red and green. The same logic does not apply to hearing aids. If someone needs to wear a hearing aid, then they are likely to be covered by the Act. However, both hearing and visual impairments have to have a substantial adverse effect on the ability to carry out normal day-to-day activities in order for a person to be covered by the Act. |
|  | No known impairment, health condition or learning difference |  | A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D |
|  | A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy |  | Blind or a serious visual impairment uncorrected by glasses |
|  | A mental health difficulty, such as depression, schizophrenia or anxiety disorder |  | Deaf or serious hearing impairment  |
|  | A physical impairment or mobility issues, such as difficulty using your arms or using a wheelchair or crutches |  | Development condition that you have had since childhood which affects motor, cognitive, social and emotional skills, and speech and language |
|  | Social/communication conditions such as a speech and language impairment or an autistic spectrum condition |  | A disability, impairment, health condition or learning difference that is not listed above (specify if you wish) |
|  |  |  | Prefer not to say |

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| **Are you a British Sign Language (BSL) user?** |
|  | BSL User |  | Prefer not to say |
|  | Not a BSL User |  |  |

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| **What is your legal Marital Status or Civil Partnership Status?** |
|  | Cohabiting |  | Single (never married or never in a civil partnership) |
|  | Divorced or civil partnership dissolved |  | Widowed or a surviving partner from a civil partnership |
|  | In a civil partnership |  | Prefer not to say |
|  | Married |  |  |
|  | Separated (but still legally married or in a civil partnership) |  |  |

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| **Ethnic Group**What is your ethnicity or ethnic group? |
|  | Asian - Bangladeshi or Bangladeshi British |  | British and Asian or Asian British |
|  | Asian - Chinese or Chinese British |  | Mixed or multiple ethnic groups - White or White British and Black African or Black African British |
|  | Asian - Indian or Indian British |  | Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British |
|  | Asian - Pakistani or Pakistani British |  | Any other Mixed or Multiple ethnic background |
|  | Any other Asian background |  | White - English, Welsh, Northern Irish or British |
|  | Black - African or African British |  | White - Gypsy or Traveller |
|  | Black - Carribean or Caribbean British |  | White - Irish |
|  | Any other Black background |  | White - Polish |
|  | Mixed or multiple ethnic groups - White or White |  | White - Roma |
|  | Any other White background |  | White - Scottish |
|  | Arab |  | White - Showman / Showwoman |
|  | Any other ethnic background |  | Prefer not to say |

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| **Religion**What religion, religious denomination or body do you belong to? |
|  | No religion |  | Hindu |
|  | Buddhist |  | Jewish |
|  | Christian - Church of Scotland |  | Muslim |
|  | Christian - Roman Catholic |  | Pagan |
|  | Christian - Other denomination |  | Sikh |
|  | Any other religion or belief |  | Prefer not to say |

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| **Highest Qualification Held**Please tell us the highest qualification you hold |
|  | Doctorate |  | Diploma of HE |
|  | Other higher degree |  | HND/HNC |
|  | PGCE |  | Other undergraduate qualification (incl. professional) |
|  | Other postgraduate qualification (incl. professional) |  | A level, Scottish higher or equivalent  |
|  | First degree |  | O level / GCSE or equivalent  |
|  | First degree (with qualified teacher status) |  | Other qualification |
|  | Other qualification at first degree level (incl. professional) |  | No qualifications |

**Thank you for completing this form.**