

**Please tick the appropriate box to describe your religion or belief:**

- Buddhist  Sikh   
Hindu  No religion   
Muslim  Prefer not to say   
Christian  Other: please specify   
Jewish

### **Sexual Orientation**

Please tick the following as appropriate:

- Heterosexual/Straight   
Gay Man   
Bisexual   
Gay Woman/Lesbian   
Prefer not to say   
Other: please specify

### **Disability**

**The Disability Discrimination Act 1995 defines disability as “a physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities”. (This definition includes people with heart disease, diabetes, epilepsy, severe disfigurement, depression, schizophrenia, Down’s syndrome, dyslexia and many other types of impairment.)**

**Do you consider yourself as having a disability?**

- Yes  No  Prefer not to say

**Do you have a physical, sensory or mental impairment that seriously affects your day-to-day activities as defined by the Disability Discrimination Act 1995?**

- Yes  No

**Please tick below any categories which apply to you.**

00. No known disability   
51. Specific learning disability (such as dyslexia or dyspraxia)   
52. General learning disability (such as Down’s syndrome)   
53. Cognitive impairment (such as autistic spectrum disorder or resulting from head injury)   
54. Long-standing illness or health condition (such as cancer, HIV, diabetes, chronic heart disease or epilepsy)   
55. Mental health condition (such as depression or schizophrenia)   
56. Physical impairment or mobility issues   
57. Deaf or serious hearing impairment   
58. Blind or serious visual impairment   
96. Other type of disability:



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## Request for Equality Monitoring Information

The University of Bradford is committed to equality and welcomes the diversity of its staff and students. We aim to provide an inclusive and supportive environment for all who work and study here, and to have policies in place to make this a reality. For further information please visit [www.bradford.ac.uk/equality](http://www.bradford.ac.uk/equality)

It has been agreed to conduct an equality monitoring exercise; this involves collecting a range of equality-related data from all our staff. There have been a number of changes to equality and diversity legislation in recent times, and it is important for us as a University that these changes are taken into account. Additionally, you may be aware of the 2011 census where slight changes have been made to the ethnic categories. The University must adopt the new categories in order for the information to be consistent and useful so that we can make proper comparisons with the census data, and in order to comply with obligations under relevant equalities legislation.

As part of the current equality monitoring exercise we are also asking for the first time for information about sexual orientation, and religion and belief. The University is in the process of joining Stonewall's Diversity Champions Programme. Stonewall is Britain's leading lesbian, gay and bisexual (LGB) equality charity. By joining the programme the University will have access to Stonewall experts and to other companies which are striving to improve the workplace for lesbian, gay and bisexual staff.

It is for these reasons that you are now being asked to complete the new Equality Monitoring Form. In some cases, the information currently held on our staff is incomplete and this is a good opportunity to update this information. It is also important for all staff members to be confident that the monitoring data held about them are correct.

**I must stress that this information will be treated sensitively, with strict confidentiality and in accordance with the terms of data protection legislation; it can only be viewed by a small number of people in HR and the Equality Unit.** Monitoring information is not used in any way as criteria for job selection, promotion or progression. When producing statistics, records are accessed by staff number rather than by name to safeguard privacy. Statistics are produced on a University-wide basis and at School or Directorate level to help inform us of our priorities and the most effective way to target our resources. They also allow us to measure the impact of our policies.

Please therefore complete the following form and return it to us in the envelope provided by **Friday, 26 June**. Your help in supporting us in our work would be greatly appreciated and will take just a few minutes of your time. If you have any questions about the monitoring process or you require any further clarification, please do not hesitate to contact me on ext **3076** or by email at [k.hayat1@bradford.ac.uk](mailto:k.hayat1@bradford.ac.uk)

**Kez Hayat**  
**Equality and Diversity Officer**



# Equality Monitoring Form

Strictly Confidential

Personnel Reference Number:

School/Directorate/Service:

## What is your ethnic origin?

**Please classify yourself in the category which most closely describes your origin. If none of the specific groups are suitable, please tick the relevant "other" box and specify your ethnicity.**

### Asian or Asian British

- 31. Indian
- 32. Pakistani
- 33. Bangladeshi
- 39. Other Asian Background

### Black or Black British

- 21. Caribbean
- 22. African
- 29. Other Black Background

### Mixed

- 41. White and Black Caribbean
- 42. White and Black African
- 43. White and Asian
- 49. Other Mixed Background

### White

- 11. British
- 12. Irish
- 19. Other White Background

### Chinese

- 34. Chinese

### Other Ethnic Group

- Gypsy/Traveller
- Arab
- 80. Any Other Ethnic Group

Other: please specify

Prefer not to say

Age

**Please tick the following as appropriate:**

**Gender** Male  Female   
 Transgender  Transexual

Sex at birth: Male/Female/Intersex/Other:  
 please specify