

EQUAL OPPORTUNITIES MONITORING

**INFORMATION PROVIDED WILL BE USED FOR STATISTICAL PURPOSES ONLY  
AND WILL NOT BE LINKED TO YOUR APPLICATION.**

**This document is available electronically and in other formats on request. Please contact Shiela Irvine on 0141 848 3491 or Carol McIlwham on 0141 848 3692.**

The University of the West of Scotland welcomes and recognises the benefits of a diverse workforce and is committed to ensuring equality of opportunity in all its policies, procedures and activities. The University is committed to equality of opportunity irrespective of gender, age, disability, race, colour, nationality, national or ethnic origin, sexual orientation, religion or belief, or any other ground not relevant to good employment practice.

We monitor all key stages of the recruitment and selection process and at this stage applicants are asked to provide data on gender, age, ethnic origin and disability. Under the Public Sector Equality Duties to promote equality and eliminate discrimination we are required to monitor and publish data on recruitment by ethnicity, gender and disability of applicants. This information will assist the University to identify and take action on any areas of potential disadvantage.

We are also interested in collecting data on the caring responsibilities of potential applicants and employees in order to review and inform our Family Friendly Policies. Your co-operation in collecting this information is appreciated.

**Please be assured that all information provided is confidential. It will be kept separate from your application form and will not be made available to those involved in the interviewing and selection process. In addition, it will be held and processed in accordance with current data protection legislation.**

**SECTION 1 – BACKGROUND**

Name: .....

Post Applied For:..... Post Ref. No. ....

School / Department: ..... Date of Application .....

**SECTION 2 – PERSONAL INFORMATION**

**Are you?**

Male       Female       Transsexual

**Current age:**

16-20       21-25       26-30       31-35       36-40

41-45       46-50       51-55       56-60       61-64       65+

**I have a responsibility for caring for dependant children (under age 16):**       Yes       No

**I have a responsibility for caring for other dependant relatives:**       Yes       No

### **SECTION 3 – DISABILITY**

The University is committed to understanding and addressing the different barriers faced by disabled people. Many people who do not consider themselves to be disabled may also be covered by the Disability Discrimination legislation because they have a health condition that has an impact on their lives.

The Disability Discrimination Act (1995) defines a disability as any physical or mental impairment which has a substantial and long term effect on a person's ability to carry out normal day to day activities. Long term in this context is taken to mean of 12 month's duration.

If you have a disability or a health condition you are entitled in law to 'reasonable adjustments' to address support needs in the workplace. Some examples are:

\* Hearing, speech or visual impairments, \* Co-ordination, dexterity or mobility, \* Mental health/learning disabilities, \* Other medical conditions (e.g. diabetes, epilepsy, arthritis, asthma, heart disease), \* Progressive illnesses (e.g. MS, Muscular Dystrophy, Cancer, Parkinson's disease).

**Do you consider yourself to have a disability?**     Yes                       No

### **SECTION 4 – ETHNICITY**

<b>White</b>	<b>Asian, Asian Scottish or Asian British</b>	<b>Black, Black Scottish or Black British</b>	<b>Mixed</b>
Scottish <input type="radio"/>	Indian <input type="radio"/>	Caribbean <input type="radio"/>	
Other British <input type="radio"/>	Pakistani <input type="radio"/>	African <input type="radio"/>	
Irish <input type="radio"/>	Bangladeshi <input type="radio"/>		
	Chinese <input type="radio"/>		
Any other White background <input type="radio"/> Specify if you wish	Any other Asian background <input type="radio"/> Specify if you wish	Any other Black background <input type="radio"/> Specify if you wish	Any other Mixed background <input type="radio"/> Specify if you wish
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**Thank you for you assistance. Please return this form with your application**