**RECRUITMENT ANALYSIS FORM – MEMBERSHIP OF UNIVERSITY COURT**

The University of the West of Scotland is committed to the promotion of equality and diversity. To help us fulfil our general duties under the Equality Act 2010, we need to collect data on the equality profile of our Court members. This will help us to identify any areas of under-representation, which will assist us to identify any actions required to ensure the University remains a fair and equitable place.

We would be grateful if you could complete the form and email it separately to your application to [Mags.Mcquade@uws.ac.uk](mailto:Mags.Mcquade@uws.ac.uk)

The information collected by this survey will be used by the Governance & Nominations Committee when considering the recruitment approach for new Members of Court to better understand which groups may be underrepresented. You may submit a “prefer not to say” response for any or all questions. The information you supply will be handled in the strictest confidence. It will not be possible to identify you or any individual from any reports produced.

We hope that you understand the reasons for collecting this data, and the benefits this will have for the University.

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| --- | --- |
| **Where did you see this post advertised or how did you learn of this position:** | |
| **Gender:** | |
| Female  Male  If you would prefer to use your own term, please provide this here:  ………………………………………………………………………….. | **Is your gender identity the same as the gender you were originally assigned at birth?**  Yes  No  Prefer not to say  If you would prefer to use your own term please provide this here:  ………………………………………………………………………… |
| **Sexual Orientation:** | |
| Bisexual :  Gay Man :  Gay woman/lesbian :  Heterosexual/straight :  Other (please specify) ………………………………….. | Prefer not to Say :  If you prefer to use your own term, please provide this here:  …………………………………………………………………………… |
| **Disability :** | |
| The Equality Act 2010 defines a person if they have a physical or mental impairment which has a substantial and long-term (ie has lasted or is expected to last at least 12 months) adverse effect on one’s ability to carry out normal day to day activities. This definition includes conditions such as cancer, HIV, mental illness and learning disabilities.  Do you consider yourself to have a disability Yes  according to the above definition?  No  Prefer Not to Say | |
| **Age:** | |
| 16-24  25-34  35-44  45-54 | 55-65  65+  Prefer Not to Say |
| **Ethnicity:** | |
| Arab  Asian or Asian British : Indian  Asian or Asian British : Pakistani  Asian or Asian British : Bangladeshi  Asian or Asian British : Chinese  Asian or Asian British : Other  Black or Black British : African  Black or Black British : Caribbean  Black or Black British : Other  Mixed : White & Black Caribbean  Mixed : White & Black African | Mixed : White & Asian  Mixed : Other  White : British  White: Scottish  White : Irish  White : Gypsy or Irish Traveller  White : Other  Prefer not to Say :  If other Ethnic Group or if you would prefer to use your own definition, please specify :  …………………………………………………………………………… |
| **Religion and Belief:** | |
| Buddhist :  Christian :  Hindu :  Jewish :  Muslim : | Non-religious(Athestist, Humanist etc) :  Sikh :  Other (please specify) ……………………………………  If you prefer to use your own definition please provide this below :  ………………………………………………………………………. |
| **Caring Responsibilities:** | |
| Do you have caring responsibilities (ie are you the primary caregiver to a child or children, or other dependents including disabled, elderly or sick adults)? | Yes :  No :  Prefer Not to Say: |