Equality and Diversity Policy Statement

The University of Essex celebrates diversity, challenges inequality and is committed to sustaining an inclusive and diverse community that is open to all who have the potential to benefit from membership of it and which ensures equality of opportunity for all its members. We expect staff, students and visitors to be treated, and to treat each other, with dignity and respect regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, socio-economic background, political beliefs and affiliations, family circumstances or other irrelevant distinction. The University is asking you to provide this information in order to better understand the diversity of the membership of Court.

1  Please tick your ethnicity

<table>
<thead>
<tr>
<th>White</th>
<th>Chinese</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arab</td>
<td>Gypsy or Traveller</td>
</tr>
<tr>
<td>Asian – other background</td>
<td>Mixed – other background</td>
</tr>
<tr>
<td>Asian or Asian British - Bangladeshi</td>
<td>Mixed - White and Black African</td>
</tr>
<tr>
<td>Asian or Asian British - Indian</td>
<td>Mixed - White and Asian</td>
</tr>
<tr>
<td>Asian or Asian British - Pakistani</td>
<td>Mixed - White and Black Caribbean</td>
</tr>
<tr>
<td>Black or Black British - African</td>
<td>Other Ethnic background</td>
</tr>
<tr>
<td>Black or Black British - Caribbean</td>
<td>I prefer not to say</td>
</tr>
<tr>
<td>Black or Black British - other background</td>
<td></td>
</tr>
</tbody>
</table>

2  Please tick any of the disabilities listed below which you consider apply to you

- No known disability
- A specific learning disability such as dyslexia or dyspraxia or AD(H)D
- Blind or serious visual impairment uncorrected by glasses
- A social/communication impairment such as Asperger’s syndrome/other autistic spectrum disorder
- Deaf or a serious hearing impairment
- General learning disability (such as Down's syndrome)
- A long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
- A mental health condition (such as depression, schizophrenia or anxiety disorder)
- A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches
- A disability, impairment or medical condition that is not listed above
- I prefer not to say
If you have disclosed a disability, would you like to discuss your access requirements with an appropriate member of staff?

Yes ☐ No ☐

3 What is your legal sex?

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

☐ Yes ☐ No

Do you wish to record your gender as non-binary for University purposes?

☐ Yes ☐ No

Please tick your religion or belief

☐ No religion ☐ Jewish ☐ Spiritual

☐ Buddhist ☐ Muslim ☐ Any other religion or belief

☐ Christian ☐ Sikh ☐ I prefer not to say

☐ Hindu

4 Age:

Please return to:

Dr Sonia Virdee
Deputy Secretary
University of Essex
Wivenhoe Park
Colchester
CO4 3SQ

All personal data supplied to us on this form, which is subsequently processed on computer or by other means, is subject to the provisions of the Data Protection Act 1998.

Updated: April 2017

Contact details
Sonia Virdee, Deputy Secretary, email governance@essex.ac.uk