# Diversifying Leadership Application Form

## Diversifying Leadership 2023-24

|  |  |
| --- | --- |
| Section 1- Your details | |
| Name |  |
| Role/Position |  |
| Department/School |  |
| Email |  |

|  |
| --- |
| Section 2- Personal statement (max 1500 words) |
| The panel will use this statement to determine who would benefit most personally and professionally from attending this programme. In the event that the panel regard two or more applications to have equally compelling reasons to benefit an individual, they will select the application based on the potential impact that each person may have towards our strategic ambitions.  In your statement, please answer the following questions fully: |
| 1. **At what point would you describe yourself on your leadership journey?** |
|  |
| 1. **What are your future leadership ambitions?** |
|  |
| 1. **What do you consider to be some of the key challenges and opportunities with regards to Black, Asian and minority ethnic leadership in Higher Education?** |
|  |
| 1. **What are your expectations with regard to this programme in supporting your ambitions?** |
|  |
| 1. **What particular challenges do you face in progressing as a leader, personality and within our Institution?** |
|  |

|  |  |
| --- | --- |
| **Your signature** |  |
| **Date** |  |
| **Email** |  |
| **Have you received agreement from your Line Manager or Head of Department/Section to attend this programme?** |  |

Please email one electronic copy of your full application to the Inclusion Team at [diversity@essex.ac.uk](mailto:diversity@essex.ac.uk?subject=Aurora%20application%20) by 5pm on Friday, 17 November 2023.

**Equal Opportunities in Employment monitoring form**

**Equality** **and Diversity policy statement**

We are committed to meeting our obligations under the Equality Act 2010, which requires the University show no discrimination as required by law on account of age, disability, gender reassignment\*, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The University will always act lawfully and this may include taking action to support people with particular protected characteristics, including disability and sex. In addition to its obligations under the EA, the University shall adopt policies, practices, and procedures that define expected standards of behaviour and specify any additional characteristics, beyond those required by law, to which protection is provided, for example, in relation to political belief, social background and refugee status.

\*The University’s policies, practices and procedures specifically extend to all gender identities including trans, non-binary and gender non-conforming people. For the purposes of this Policy Statement the term ‘trans’ is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. The term ‘non-binary’ is an umbrella term for people whose gender identity does not sit comfortably with ‘woman’ or ‘man’. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

The information you provide will be held securely and treated as strictly confidential in accordance with the requirements of the General Data Protection Regulation (GDPR).

1. **What is your ethnicity?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Asian - Bangladeshi or Bangladeshi British |  | Mixed or multiple ethnic groups - White or White British and Asian or Asian British |  | Any other White background |  |
| Asian - Chinese or Chinese British |  | Mixed or multiple ethnic groups - White or White British and Black African or Black African British |  | Arab |  |
| Asian - Indian or Indian British |  | Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British |  | Any other ethnic background |  |
| Asian - Pakistani or Pakistani British |  | Any other Mixed or Multiple ethnic background |  | Not known |  |
| Any other Asian background |  | White - English, Scottish, Welsh, Northern Irish or British |  | Prefer not to say |  |
| Black - African or African British |  | White - Gypsy or Irish Traveller |  |
| Black - Caribbean or Caribbean British |  | White - Irish |  |
| Any other Black background |  | White - Roma |  |

1. **Do you have a disability?**

|  |  |
| --- | --- |
| No known impairment, health condition or learning difference |  |
| Social/communication conditions such as a speech and language impairment or an autistic spectrum condition |  |
| 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 |  |
| Deaf or serious hearing impairment |  |
| Blind or a serious visual impairment uncorrected by glasses |  |
| Development condition that you have had since childhood which affects motor, cognitive, social and emotional skills, and speech and language |  |
| A disability, impairment or medical condition that is not listed above |  |
| Prefer not to say |  |

1. **What is your sex?**

|  |  |
| --- | --- |
| Female |  |
| Male |  |
| Other |  |
| Prefer not to say |  |

1. **Is the gender you identify with the same as the sex you were assigned at birth?**

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

1. **What is your religion?**

|  |  |
| --- | --- |
| No religion |  |
| Buddhist |  |
| Christian |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Pagan |  |
| Sikh |  |
| Any other religion or belief |  |
| Prefer not to say |  |

1. **How would you describe your sexual orientation?**

|  |  |
| --- | --- |
| Asexual |  |
| Bisexual |  |
| Gay or Lesbian |  |
| Heterosexual/straight |  |
| Queer |  |
| In another way (specify, if you wish) |  |
| Prefer not to say |  |

1. **Do you have any caring responsibilities for a child/children and/or another adult/s?**

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

If yes, please select all that apply:

*(If you share care responsibilities equally then please answer as the primary care giver)*

|  |  |
| --- | --- |
| Primary carer of a child or children (under 18 years) |  |
| Primary carer of a child or children who is disabled or has a health condition or illness, or temporary care needs (under 18 years old) |  |
| Primary carer or assistant for a disabled adult or adults (18 years and over) |  |
| Primary carer or assistant for an older person or people (65 years and over) |  |
| Secondary carer (another person carries out main caring role) |  |
| Prefer not to say |  |