

**Equal Opportunities at Liverpool SU**

Equality and diversity is integral to the work of Liverpool SU, consequently, equality monitoring is an important matter for Liverpool SU.  As a diverse community it is vital that we are able to recognise and understand who our communities are so that we can plan our services to meet the needs of these communities, in order that every member can flourish and achieve their potential. Liverpool SU recognises that its diversity is a key strength, and will seek to foster this further through the mechanism of collecting relevant staff equality monitoring information.

It would help us to check that we are providing services fairly if you would answer the questions below. You do not need to answer any of the following questions if you do not wish to, and you will not be affected in any way if you chose not to answer any, or some, of the questions. Any information you do give will be used to see if there are any differences in views for different groups of people, and to check if services are being delivered in a fair and accessible way. No personal information which can identify you, such as your name or address, will be used in producing equality reports. We will follow our Data Protection Act guidelines to keep your information secure and confidential.

By Liverpool SU analysing workforce data in relation to equality characteristics it can effectively be used to affect improvements in the recruitment, retention and development of staff, this investment can bring great benefits to the workplace.

Once any issues have been identified, Liverpool SU can address any concerns through policies or initiatives which can encourage a more motivated workforce, lower absenteeism and greater staff retention, thereby reducing overall costs to Liverpool SU.

Specifically, collecting and analysing evidence can support us to:

* ensure staff development initiatives are reaching relevant staff
* understand employees’ requirements
* understand management or performance issues
* highlight to staff Liverpool SU’s commitment to equality

## Benefits for staff

Benefits for staff of Liverpool SU using equality data include:

* an opportunity to discuss workplace support that may be required, for example disability-related and/or caring-related reasonable adjustments
* targeted communications about specific workplace interventions and development programmes for underrepresented groups
* involvement in supporting the Liverpool SU to create and shape an inclusive and engaging workplace where everyone is treated with respect and dignity and the diverse requirements of staff are met

Liverpool Student’s Union is committed to supporting its staff regardless of their:

* Age
* Colour
* Disability
* Ethnic or National Origins
* Gender
* Marital status
* Nationality
* Race
* Religion or Beliefs
* Sexual Orientation

Your answers will be kept **strictly confidential**and are used for monitoring purposes only. This form will be treated as anonymous.

You may, of course, decide not to answer one or any of these questions but if you do respond, all information provided will be treated in confidence and will be used solely by the Human Resources department for the purpose of providing statistics for equal opportunities monitoring.

Please mark your answer in the form of a tick in the box next to the option you wish to select. Thank you.

Please tell us your date of birth *Required*

Dates need to be in the format 'DD/MM/YYYY', for example 27/03/1980.



(dd/mm/yyyy)

Your gender *Required*

 Male

 Female

 Other

 Prefer not to say

Please describe your gender



Is your present gender the same as the one assigned at birth?   *Required*

 Yes

 No

 Prefer not to answer

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Do you consider yourself to be disabled?   Section 6(1) of the Equality Act 2010 states that a person has a disability if: That person has a physical or mental impairment, and The impairment has a substantial and long-term adverse effect on that person’s ability to carry out normal day-to-day activities. *Required*

 Yes

 No

 Prefer not to answer

 Other

If you selected Other, please specify:



Would you like to someone to talk to you about making reasonable adjustments to accommodate your disability?

 Yes

 No

 Prefer not to answer

 Other

If you selected Other, please specify:



What is your ethnic background? *Required*

 White (British)

 White (English)

 White (Scottish)

 White (Welsh)

 White (Irish)

 White (Northern Irish)

 White (Gypsy/Irish Traveller)

 White (Other White background)

 Mixed (White and Asian)

 Mixed (White and Black)

 Mixed (White and Black African)

 Mixed (Other Mixed background)

 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 Asian background)

 Black or Black British (African)

 Black or Black British (Caribbean)

 Black or Black British (Other Black background)

 Other ethnic group (Arab)

 Prefer not to answer

 Other ethnic group (any other ethnic group)

If you selected Other, please specify:



Sexual Orientation (please indicate) *Required*

 Heterosexual

 Gay/Lesbian

 Bisexual

 Pansexual

 Prefer not to answer

 Other

If you selected Other, please specify:



What are your religious beliefs? *Required*

 Buddhist

 Christian

 Catholic

 Hindu

 Sikh

 Jewish

 Muslim

 No religion

 Prefer not to answer

 Other

If you selected Other, please specify:



Please select answers relevant to you *Required*

 in a civil partnership

 single

 married

 divorced

 long term partner

 Prefer not to say

 Other

If you selected Other, please specify:



Do you have any caring responsibilities? *Required*

                                                                          

If yes, please give details you feel appropriate.

