



---

## University Court Equality & Diversity Monitoring Form 2026

---

---

### Statement

Equality and Diversity is integral to the ethos of the entire University, and is embedded within the University's strategy and vision. The University is committed to building a culture where everyone associated with it feels welcome, valued and respected and where lives are transformed to allow all members of the University community to reach their full potential. The University is also committed to working towards its commitment to create a positive environment which is inclusive for its diverse community regardless of a person's background or characteristic.

---

### Data collection and use

We collect equality and diversity information to enable us to eliminate any unlawful discrimination, to assess the effectiveness of our range of policies, facilities and services and to meet our obligations under the Equality Act 2010 and the Public Sector Equality Duty, which requires us to collect data across nine protected characteristics for governing body members, and to publish data in relation to gender for the Court. Internal review and analysis of data across the 9 protected characteristics will also be undertaken, and care will be taken to ensure that any data is presented in a manner which avoids data being associated with individuals. We also anticipate that in the near future members will be required to provide data to the Scottish Government across all 9 protected characteristics for a sectoral analysis.

As of 2018 the data specification for the annual return to the Higher Education Statistics Agency (HESA) includes members of HE Governing Bodies as eligible for inclusion in the return <https://www.hesa.ac.uk/collection/c17025/coverage>. Additional information regarding the annual submission to HESA can be found on our website [www.dundee.ac.uk/hr/faqs/HESA](http://www.dundee.ac.uk/hr/faqs/HESA). On the basis of the data items required by HESA <https://www.hesa.ac.uk/collection/c17025/a> the enclosed form has been updated and the following data will be made available to HESA: Birth date, Start and expected end date/end date as governor, Ethnicity, Disability, Highest Qualification held, If previously employed by an HEI then HESA CODE, Sex ID, Nationality, Gender reassignment, Religion or belief, and Sexual orientation. HESA share their data with the following statutory bodies <https://www.hesa.ac.uk/about/what-we-do/statutory-customers>. Subsequent guidance is available [https://www-staging.hesa.ac.uk/collection/c17025/returning\\_governors](https://www-staging.hesa.ac.uk/collection/c17025/returning_governors).

The information that you provide us with will be dealt with in accordance with the requirements of the Data Protection Act 1998. This means that we have a legal duty to ensure that the information is maintained on a confidential basis.

Whilst the University is keen to encourage the disclosure of this information it recognises that the decision to disclose this sensitive information is a personal and individual decision.

Disclosure of this information is entirely voluntary and is subject to the strictest levels of confidence and security.



## Equality & Diversity Monitoring Form 2026

1 Full Name: \_\_\_\_\_

2 Date of Birth: \_\_\_\_\_

3 Start Date on Court: \_\_\_\_\_

4 Expected End Date: \_\_\_\_\_

5 Highest Qualification Held (required for HESA): \_\_\_\_\_

6 Were you previously employed by another University, if yes, please state (this will enable us to provide your HESA Code): \_\_\_\_\_

---

7 **Gender/ Legal Sex**  
 Male     Female     Prefer not to say  
 If you prefer to use your own term please provide it here \_\_\_\_\_

---

8 **Gender Identity**  
Is your gender identity **different** to the sex you were assumed to be at birth?  
 Yes     No     Prefer not to say

---

9 **Age**  
 19 or under     30 – 39     50 – 59     65 or over  
 20 – 29     40 - 49     60 – 64     Prefer not to say

---

10 **What is your Nationality?**  
(E.g. British, Canadian etc.)

---

**11 What is your ethnic group?**

*(please select one option from the list below based on Census 2011 categories)*

- |  |   |
|--|---|
| <input type="checkbox"/> White – Scottish                      | <input type="checkbox"/> Chinese                                |
| <input type="checkbox"/> White – Irish                         | <input type="checkbox"/> Black or Black British – African       |
| <input type="checkbox"/> White – English                       | <input type="checkbox"/> Black or Black British – Caribbean     |
| <input type="checkbox"/> White - Welsh                         | <input type="checkbox"/> Other Black background (please state)  |
| <input type="checkbox"/> White – Northern Irish                |   |
| <input type="checkbox"/> White – British                       | <input type="checkbox"/> Mixed – white and black Caribbean      |
| <input type="checkbox"/> White – Gypsy or Irish Traveller      | <input type="checkbox"/> Mixed – white and black Asian          |
| <input type="checkbox"/> White – Other (please state)          | <input type="checkbox"/> Mixed – white and Asian                |
|  | <input type="checkbox"/> Other mixed background (please state)  |
| <input type="checkbox"/> Polish                                |   |
| <input type="checkbox"/> Asian or Asian British – Indian       | <input type="checkbox"/> Arab                                   |
| <input type="checkbox"/> Asian or Asian British – Pakistani    | <input type="checkbox"/> Other ethnic background (please state) |
| <input type="checkbox"/> Asian or Asian British – Bangladeshi  |   |
| <input type="checkbox"/> Other Asian Background (please state) | <input type="checkbox"/> Not known                              |
|  | <input type="checkbox"/> Prefer not to say                      |

**12 What is your religion or belief? (based on Census 2011 categories)**

- |   |   |                                    |
|---|---|------------------------------------|
| <input type="checkbox"/> No religion                    | <input type="checkbox"/> Buddhist             | <input type="checkbox"/> Muslim    |
| <input type="checkbox"/> Christian – Church of Scotland | <input type="checkbox"/> Pagan                | <input type="checkbox"/> Sikh      |
| <input type="checkbox"/> Christian – Roman Catholic     | <input type="checkbox"/> Humanist             | <input type="checkbox"/> Hindu     |
| <input type="checkbox"/> Christian – Other denomination | <input type="checkbox"/> Jewish               | <input type="checkbox"/> Spiritual |
| <input type="checkbox"/> Prefer not to say              | <input type="checkbox"/> Other (please state) |                                    |

**13 Which of the following options best describes how you think of yourself?**

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Bisexual              | <input type="checkbox"/> Gay Man           | <input type="checkbox"/> Undecided         |
| <input type="checkbox"/> Heterosexual/Straight | <input type="checkbox"/> Gay Woman/Lesbian | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Other (please state): |  |  |

**14 Are you married or in a civil partnership?**

- |                              |                             |  |
|------------------------------|-----------------------------|--|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Prefer not to say |
|------------------------------|-----------------------------|--|

**15 Are you currently pregnant, or have you been pregnant in the last year?**

- |                              |                             |  |
|------------------------------|-----------------------------|--|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Prefer not to say |
|------------------------------|-----------------------------|--|

**16 In the past year have you taken any of the following:**

- |  |   |
|--|---|
| <input type="checkbox"/> Maternity leave | <input type="checkbox"/> Additional paternity leave<br>i.e. more than 2 weeks |
| <input type="checkbox"/> Adoption leave  | <input type="checkbox"/> Prefer not to say                                    |

**17 Do you consider yourself to have a disability?**

Yes       No       Prefer not to say

*If yes please indicate the type of disability you have below*

- |   |  |
|---|--|
| <input type="checkbox"/> Specific learning disability           | <input type="checkbox"/> Deaf or serious hearing impairment        |
| <input type="checkbox"/> Physical impairment or mobility issues | <input type="checkbox"/> Blind or serious visual impairment        |
| <input type="checkbox"/> General learning disability            | <input type="checkbox"/> Long standing illness or health condition |
| <input type="checkbox"/> Social/communication impairment        | <input type="checkbox"/> Mental Health condition                   |
|   | <input type="checkbox"/> Prefer not to disclose type of disability |

Other type of disability: (please use the box below):

---

**18 Do you have any caring responsibilities (i.e. are you primary caregiver to a child or children, or other dependants including disabled, elderly or sick adults)?**

Yes       No       Prefer not to say

Please submit the completed form to: [courtadmin@dundee.ac.uk](mailto:courtadmin@dundee.ac.uk).