The University of Glasgow is committed to promoting equality in all its activities and aims to provide a work, learning, research and teaching environment free from discrimination and unfair treatment.

To confirm this commitment, the University has in place an Equality and Diversity Policy which in order to be effective, requires that we regularly review and monitor the applications we receive by collecting data on the protected characteristics of all who apply. At the same time as part of our duty under the Public Sector Equality Duty, we are required to compile and publish a workforce profile. This data will be entered into our HR database system and kept securely within the HR Department. Access to this information is restricted and will only be viewed by those recruited to input the data, not by those involved in the selection process.

For this purpose, we ask for your assistance to complete this form. Please be assured that the information you provide will be handled confidentially and will only be used for the purposes of monitoring, improving our employment practices and returning to the Higher Education Statistics Agency (HESA) for reporting purposes but this will be anonymised.

Please complete and enclose this form with your application in a separate sealed envelope marked “Equal Opportunities, Human Resources Department”. Submit your application in accordance with the instructions in the further particulars of the post.

Thank you for your co-operation.

### Human Resources Department

<table>
<thead>
<tr>
<th>Vacancy Applied For</th>
<th>Vacancy Ref</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surname, Forename</td>
<td></td>
</tr>
<tr>
<td>Nationality</td>
<td></td>
</tr>
<tr>
<td>Marital Status</td>
<td>Widowed/Death of Civil Partner</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>Arab</td>
</tr>
<tr>
<td>Do you consider yourself to have a disability?</td>
<td>No</td>
</tr>
<tr>
<td>Legal Sex</td>
<td>Male</td>
</tr>
<tr>
<td>Do you care for dependants?</td>
<td>Children</td>
</tr>
</tbody>
</table>
**What of the following best describes your sexual orientation?**

- Bisexual
- Gay Woman / Lesbian
- Other
- Gay Man
- Heterosexual
- Prefer not to say

**How would you describe your religion or belief?**

- Buddhist
- Hindu
- Jewish
- Sikh
- No Religion
- Prefer not to say
- Christian – Church of Scotland
- Christian – Other Denomination
- Christian – Roman Catholic
- Muslim
- Spiritual
- Other

**Age range**

- 16-20
- 21-25
- 26-30
- 31-35
- 36-40
- 41-45
- 46-50
- 51-55
- 56-60
- 61+

*Thank you for completing this form*