APPENDIX 2

EQUALITY MONITORING CODING FRAMEWORK

There are changes in the area of equality monitoring which relate to new legislative requirements and to the 2011 Census. The Equality Act (2010) defines a new Public Sector Equality Duty that expands the range of equality characteristics that apply to higher education institutions to include gender identity, religion and belief, and sexual orientation.

The proposed questions and codes are outlined in the table below. These are based on the Census 2011 categories and the HESA Coding Framework 2012/13, and therefore higher education institutions will have limited flexibility in making changes to the code descriptors.

Type of change	**New field**
Name	**Religious Belief**
Description of change	This field records the religious belief of staff, on the basis of their own self-assessment.
Suggested Question	**What is your religion or belief?**
Code Descriptors:	• No religion • Buddhist • Christian • Hindu • Jewish • Muslim • Sikh • Spiritual • Any other religion or belief • Information refused / Prefer not to say
Reason for collection	To ensure religion and belief is treated on par with other equality characteristics, for which data is already collected. To monitor and identify any equal opportunities issues and plan more effectively to reasonably accommodate the religious and belief needs of staff. To raise awareness of equality and diversity across all staff groups.
Other Information	The Equality Challenge Unit have recommended inclusion of code 'Spiritual' which was not included in the Census 2011. This will be grouped with 'Any other religion or belief' for onward analysis. All other categories are consistent with the Census 2011.

Type of change	**New field**
Name	**Sexual Orientation**
Description of change	This field records the sexual orientation of staff, on the basis of their own self-assessment
Suggested question	**What is your sexual orientation?**

Code Descriptors:	• Bisexual • Gay man • Gay woman/lesbian • Heterosexual • Other • Information refused / Prefer not to say
Reason for collection	
Other Information	To ensure sexual orientation is treated on par with other equality characteristics, for which data is already collected. To monitor and identify any equal opportunities issues and plan more effectively to meet the needs of Lesbian, Gay, and Bi-sexual staff. To promote Aston as a 'gay friendly' University. To facilitate a culture where all staff feel supported to disclose their sexuality if they wish to do so. To raise awareness of equality and diversity across all staff groups.

Type of change	**New field**
Name	**Gender identity**
Description of change	This field will record the gender identity of staff. Staff should, accordingly to their own self-assessment, indicate if their gender identity is the same as the gender originally assigned to them at birth.
Suggested question	**Is your gender identity the same as the gender you were originally assigned at birth?**
Code Descriptors:	• Yes • No • Information refused / Prefer not to say
Reason for collection	To ensure gender identity is treated on par with other equality characteristics, for which data is already collected. To monitor and identify any equal opportunities issues and plan more effectively to meet the needs of Transgender staff. To facilitate more effective communication with Transgender staff and direct services and support more appropriately. To raise awareness of equality and diversity across all staff groups.