Royal Academy of Engineering

D&I Monitoring form update 2021

Making changes to data collection forms at the Academy

This data collection form was updated in May 2021 as part of a process to standardise D&I monitoring forms used on a variety of Academy platforms and for different internal/external audiences. In updating the form the D&I team drew on best practice at that time. Changes to this form should only be made in the following circumstances:

- significant new understanding of best practice regarding D&I monitoring (responsible: Head of D&I)
- changes to equalities legislation or case law (responsible: Head of D&I)
- changes to laws affecting data collection (responsible: Data Officer)

Changes should only be made under the following conditions:

- the Academy Data Officer has been consulted
  changes can be made simultaneously across all platforms and for all audiences
- changes enable the comparison of historical and future data to the extent that this is possible

D&I Monitoring form update 2021

Formatting principles:

- Use drop-down when five or more options
- When giving people option to self-describe (tick box) provide free text box as well

Exceptions

International teams using GMS retain capability of 'turning off' questions 6,8,9 and 10. Question 6 is not relevant in an international context, 8, 9 and 10 create risks in some international territories.

Where questions 8, 9 and 10 are turned off the following statement to be used:

Diversity and Inclusion is one of the five key values of the Academy. We support equality and work to ensure equal outcomes are achieved by all. We collect diversity data to test that our values are evidenced in our programmes and partnerships. In some international territories asking for diversity data on sexual orientation or religion would be unsafe for individuals, and so on this form we have removed those sections. However, this does not affect our belief in equality for people with diverse characteristics whatever their nationality, and we are committed to using our influence to bring about greater inclusion within the global engineering community.

Number	Question	Options	Suggested Formatting	Notes
AGE				
1	What is your age?	5 year age brackets starting at 15, ending at 75+	dropdown, single choice	
DISABILITY				

D&I Monitoring form update 2021

2	Do you consider yourself to have a disability or do you have a physical or mental health condition lasting or expected to last 12 months or more?	Yes No Prefer not to say	list, single choice	Disability questions asked in this way to increase accuracy of return and respect lived experience of respondents. Answer Y,Y to both questions qualifies as a disability under 2010 equalities act. https://edisgroup.org/wp-content/uploads/2020/09/DAISY-guidance-version-Jan-2020-1.pdf
3	Do you experience barriers or limitations in your day-to-day activities related to any disability, health conditions or impairments?	Yes a lot Yes a little No Prefer not to say	list, single choice	
EDUCATIONAL BACKGROUND				
4	What type of school did you attend for the majority of your time between the ages of 11 - 16?	UK State UK state selective (academic, faith, other) UK independent UK other I attended school in a country outside of the UK. Prefer not to say	dropdown, single choice	These questions also function as an imperfect, but practical proxy for socio-economic background.
5	When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)?	Yes No Don't know Prefer not to say	list, single choice	
ETHNICITY				
6	What is your ethnic group? Choose one option that best describes your ethnic group or background	Asian / Asian British • Bangladeshi • Chinese • Indian • Pakistani • Any other Asian background, please describe	dropdown, single choice	No equivalent question for internationals. We don't currently have any benchmarking data about differential outcomes based on regional ethnic differences outside of UK, so collecting this data would not be useful.

| | | Black / African / Caribbean / Black British African Caribbean Any other Black / African / Caribbean background, please describe Mixed / Multiple ethnic groups Asian and White Black Caribbean and White Black African and White Any other Mixed / Multiple ethnic background, please describe White English / Welsh / Scottish / Northern Irish / British Gypsy or Irish Traveller Roma Irish Any other White background, please describe Any other ethnic group Arab Any other ethnic group, please describe Prefer not to say | | |

D&I Monitoring form update 2021

GENDER				
7	Which of the following best describes your gender?	Man Non-binary Woman self-describe (please describe) Prefer not to say	dropdown + free text option	
8	Are you trans?	Yes No Prefer not to say	single choice	
RELIGION				
9	What is your religion, if any?	No religion Buddhist Christian Hindu Jewish Muslim Sikh Spiritual Any other religion or belief (please describe) Prefer not to say	dropdown + free text option	In our research for this we found examples of 'spiritual' being included in the religion category. It provides an opportunity for people who don't align with a formal religion or no religion to make a positive choice. Estimates vary but somewhere between 1/5 and 1/4 of people in the UK would identify as spiritual, but not religious. Whether spiritual is technically a religion is difficult to answer, as the term includes more formal structures like paganism (which has all the trappings of religion) to a sense of the numinous.
SEXUAL ORIENTATION				

D&I Monitoring form update 2021

10	Which of the following best describes your sexual orientation?	Asexual Bi / bisexual Gay man Gay woman / lesbian Queer Straight / heterosexual Pansexual self-describe (please describe) Prefer not to say	dropdown + free text option	