

Visibility and Voice Progress Equality

What's monitoring for?

Monitoring is the collection of data about workforce or people who use services

This information enables an organisation to support, check the how inclusive its practices are, and respond to the needs of all its workers and service users. The aim of monitoring is to provide information about access, recruitment, retention, satisfaction, and promotion. The data is often used to direct how funding is allocated e.g. services for LGBT people.

Completion of monitoring forms ensures visibility and increases the voice of equality groups within the organisation. Therefore data from equality monitoring can and should lead to further progression of action for equality.



What's UCU's position on monitoring gender identity and sexual orientation?

UCU position on gender identity monitoring is that people should be able to identify within and outside the male and female binary in the sex and / or gender category. UCU position on sexual orientation monitoring is that it should always include lesbian, gay and bisexual people.

For gender identity and sexual orientation equality UCU asks 'other' (please specify) with space for people to fill in the term they use.

UCU uses 'other' as a data collection category for sexual orientation and sex to include those who identify outside the gender binary and other than LGB.

Being able to define one's own identity is an important principle for all equality groups. This is because it puts identity in the hands of the individual rather than being prescribed by others.

Collecting monitoring data is done anonymously, is stored confidentially and is always voluntary.