

## **Data protection statement for collecting equality monitoring data**

The University of Sussex aims to have an inclusive environment for all staff and students, by identifying possible discrimination and barriers in our employment practices and taking action to remove them.

By inputting your monitoring data into MyView, you will help us achieve this, and will also help the University meet our obligations under the Equality Act 2010. While it is voluntary to disclose this information, doing so will enable us to better understand the composition of our workforce and examine our policies and practices fully to make sure that they are inclusive.

The information you disclose will be treated in the strictest confidence and be processed lawfully, fairly and in a transparent manner in compliance with data protection legislation.

We will collect and process personal data about you for the purposes outlined above. The personal data here includes gender identity, whether you are a carer and '[special categories of data](#)' such as information about your race or ethnicity, religion or belief and sexual orientation.

In processing this personal data we do so largely on the basis that it is necessary for us to carry out our obligations under the Equality Act 2010. Therefore, the personal information you provide is relevant and adequate, and necessary in relation to the purpose for processing the data. We may also process your personal data for equality and diversity monitoring purposes. For example, those purposes that assist the University in supporting under-represented groups or those groups that share a protected characteristic (as outlined in the Equality Act 2010) and to promote equality, diversity and inclusion.

In order to ensure that the personal data collected is both accurate and kept up to date, staff members are able to update their personal in MyView or by contacting Human Resources to reflect any changes.

Any personal data collected here will held securely used in accordance with the provisions set out in the data protection legislation.

To find out more about the work the University is doing to meet the requirements of the Equality Act, please contact the Equality Diversity and Inclusion Unit or visit <https://www.sussex.ac.uk/equalities/>.