## Reference:

## EQUAL OPPORTUNITIES APPLICANT MONITORING FORM

## This form is available in an alternative format, if required please contact the HR Manager.

Please complete this form if you are applying for a position at St Hugh's College.

The Equality Act 2010 brings together and extends existing equality legislation. The Act introduces protected characteristics in relation to which discrimination is unlawful. The protected characteristics under the Act are:

- age
- disability
- gender reassignment
- marriage and civil partnership
  pregnancy and maternity

- race
- religion or belief (including lack of belief)
- sex
- sexual orientation

Higher education institutions have a duty to have effective arrangements for the collection and analysis of data for equality monitoring purposes. Any information given will be used *only* to support the College's diversity and equal opportunities policy and in accordance with the principles of the Data Protection Act 1998. The information will be entered on a computer at St Hugh's College and will be kept strictly confidential and separate from your name and your application. It is not part of the selection process. The information you give will be retained only for statistical purposes and is anonymous.

The policy and practice of St Hugh's College require that entry into employment with the College and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of any of the above mentioned protected characteristics. In all cases, ability to perform the job will be the primary consideration.

Please answer the questions by completing or ticking the appropriate box.

Sex	Male: Female:			
Age	Under 18 18-25 26-30 31-35 56-60 61-65 66-70 71 +	☐ 36-40 ☐ 41-45 ☐ 46-50 ☐ 51-55 ☐ Prefer not to say		
Marriage and Civil Partnership				
1.	Are you married?	Yes No Prefer not to say		
2.	Are you in a civil partnership?	Yes No Prefer not to say		
Disability				
3.	Do you have a disability or long term medical condition?			
	i.e a physical or mental impairment, and the impairment has a s normal day-to-day activities.	ubstantial and long-term adverse effect on your ability to carry out		
	Yes, please complete Q4.	o known disability Prefer not to say		
4.	Please tick one or more boxes: The definitions of disability are those of the Higher Education Statistic Agency			
4.1:	Two or more impairments and/or disabling medical conditions	4.6: A mental health condition, such as depression, schizophrenia or anxiety disorder		
4.2:	A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	4.7: A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches		
4.3:	General learning disability (such as Down's syndrome)	4.8: Deaf or serious hearing impairment		
4.4:	A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	4.9: Blind or a serious visual impairment uncorrected by glasses		
4.5:	A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy.	4.10: A disability, impairment or medical condition not listed above. Please state:		
		4.11: Prefer not to say		



## CONFIDENTIAL

Ethnic Origin				
5. Please describe your ethnic origin: (please tick one box only) The ethnic origin definitions are those of the Higher Education Statistic Agency.				
White	Black or Black British	Asian or Asian British		
5.1: White	5.3: 🔲 Black or Black British - Caribbean	5.6: 🗌 Asian or Asian British - Indian		
Gypsy or Traveller	5.4: 🔲 Black or Black British - African	5.7: 🔲 Asian or Asian British - Pakistani		
5.2: Gypsy or Irish Traveller	5.5: Other Black Background	5.8: 🔲 Asian or Asian British - Bangladeshi		
	please specify:	5.9: Chinese		
		5.10: Other Asian Background		
		please specify:		
Arab	Mixed	Other Ethnic Group		
5.11: Arab	5.12: White and Black Caribbean	5.16: Any other		
	5.13: White and Black African	please specify:		
	5.14: White and Asian	_		
	5.15: Other Mixed Background	5.17: Prefer not to say		
	please specify:			
Gender Reassignment				
6. Is your gender identity the same as the gender you were assigned at birth?				
Yes	No	Prefer not to say		
Sexual Orientation				
7. What is your sexual orientation?				
Bisexual	Gay man	Gay woman / lesbian		
Heterosexual	Other	Prefer not to say		
	please specify:			
Religion or belief (including lack of belief)      8.    What is your religion?				
8.1: Atheism	8.6: 🔲 Jainism	8.11: No religion		
8.2: Buddhism	8.7: Judaism	8.12: Prefer not to say		
8.3: Christianity	8.8: Sikhism			
8.4: Hinduism	8.9: Spiritualism			
8.5: 🔲 Islam	8.10: Any other religion or be	lief		
	please specify:			

Please email this form to hr@st-hughs.ox.ac.uk. Thank you.