

Equal Opportunities Monitoring Form (applicants)

Please see overleaf for information on why we request this data and how to return the form to us.

Please answer the questions below by completing or ticking the appropriate box. **Completion of this form is voluntary.**

Job applied for:	Age:	Prefer not to say
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Sex (this refers to your legal sex)	Male	Female	Prefer not to say
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Do you have a disability or a long-term medical condition that has lasted for at least 12 months, or is likely to last for at least 12 months, or is likely to last for the rest of your life?	Yes	No known disability	Prefer not to say
If yes, what is your disability? (indicate below)			
Blind or serious impairment uncorrected by glasses		Deaf or serious hearing impairment	
Two or more impairments and/or disabling medical conditions		Long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	
General Learning disability (such as Down's syndrome)		Mental health condition, such as depression, schizophrenia or anxiety disorder	
Social/communication impairment such as Asperger's / other autistic spectrum disorder		Physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	
A disability, impairment or medical condition not listed above		A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	
Other		Prefer not to say	

Ethnicity - this question is not about nationality, place of birth, or citizenship, it is about colour and ethnic group.			
What is your ethnicity?			
White		Other Asian background	
Gypsy or Traveller		Mixed - White and Black Caribbean	
Black or Black British - Caribbean		Mixed - White and Black African	
Black or Black British - African		Mixed - White and Asian	
Other Black background		Any other mixed background	
Asian or Asian British - Indian		Arab	
Asian or Asian British - Pakistani		Other ethnic background	
Asian or Asian British - Bangladeshi		Not known	
Chinese		Prefer not to say	

Sexual Orientation - What is your sexual orientation?			
Bisexual		Gay woman / Lesbian	
Heterosexual		Other	
Gay man		Prefer not to say	

Gender - Is the gender you identify with the same as your sex registered at birth?			
Yes		No	
Other - please specify:		Prefer not to say	

Religion or Belief (including lack of belief) - What is your religion?		
Atheism		Judaism
Buddhism		Sikhism
Christianity		Spiritualism
Hinduism		Any other religion or belief
Islam		No religion
Jainism		Prefer not to say
Other, please specify:		

Marriage and Civil Partnership - Are you married or in a civil partnership?			
	Yes	No	Prefer not to say

Nationality - What is your nationality?	
	Prefer not to say

Recruitment Equal Opportunities Monitoring Information

Higher education institutions have a legal duty to collect, analyse and publish equal opportunity data about characteristics that are protected against discrimination. 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 partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Oriel College is committed to equality of opportunity.

Oriel is committed to appointing the best candidate on the basis of their ability to do the job. The codes of practice published by the Equal Opportunities Commission and the Equality and Human Rights Commission advise employers to monitor the outcome of selection decisions to ensure that discrimination does not occur within the recruitment and selection process. The completion of this form is optional and any information provided is used for monitoring purposes only.

Please return one copy of this form to the Human Resources Officer via email: hr@oriel.ox.ac.uk or by post to: HR Office, Oriel College, Oriel Square, Oxford. OX1 4EW

Thank you.