

EQUAL OPPORTUNITIES APPLICANT MONITORING FORM

CONFIDENTIAL

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 Merton 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 in Merton 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 reference at the top of the page is the date the job advert closed, so that we know the year and month the data was collected in, which assists with analysis.

The policy and practice of Merton 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 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.

Role applying for:									
Sex	Male:		Female:						
Age	Under 18	18-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60
	61-65	66-70	71 +	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 substantial and long-term adverse effect on your ability to carry out normal day-to-day activities.								
	Yes, please complete Q4.			No known disability			Prefer not to say		
4.	Please tick one or more boxes: <i>The definitions of disability are those of the Higher Education Statistic Agency</i>								
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			

Nationality: Please state your nationality (including any joint nationality)		
Ethnic Origin		
5. Please describe your ethnic origin: <i>(please tick one box only)</i> <i>The ethnic origin definitions are those of the Higher Education Statistic Agency.</i>		
White 5.1: ☐ White	Black or Black British 5.5: ☐ Black or Black British - Caribbean 5.6: ☐ Black or Black British - African 5.7: ☐ Other Black Background <i>please specify:</i>	Asian or Asian British 5.8: ☐ Asian or Asian British - Indian 5.9: ☐ Asian or Asian British - Pakistani 5.10: ☐ Asian or Asian British - Bangladeshi 5.11: ☐ Chinese 5.12: ☐ Other Asian Background <i>please specify:</i>
Gypsy or Traveller 5.2: ☐ Gypsy or Irish Traveller	Mixed 5.14: ☐ White and Black Caribbean 5.15: ☐ White and Black African 5.16: ☐ White and Asian 5.17: ☐ Other Mixed Background <i>please specify:</i>	Other Ethnic Group 5.18: ☐ Any other <i>please specify</i> 5.19: ☐ Prefer not to say
Arab 5.13: ☐ Arab		
Gender Reassignment 8. Is your gender identity the same as the gender you were assigned at birth?		
8.1: ☐ Yes	8.2: ☐ No	8.3: ☐ Prefer not to say
Sexual Orientation		
9. What is your sexual orientation?		
9.1: ☐ Bisexual	9.2: ☐ Gay man	9.3: ☐ Gay woman/lesbian
9.4: ☐ Heterosexual	9.5: ☐ Other <i>please specify:</i>	9.6: ☐ Prefer not to say
Religion or belief (including lack of belief)		
10. What is your religion?		
10.1: ☐ Atheism	10.6: ☐ Jainism	10.11: ☐ No religion
10.2: ☐ Buddhism	10.7: ☐ Judaism	10.12: ☐ Prefer not to say
10.3: ☐ Christianity	10.8: ☐ Sikhism	
10.4: ☐ Hinduism	10.9: ☐ Spiritualism	
10.5: ☐ Islam	10.10: ☐ Any other religion or belief <i>please specify:</i>	
Where did you find out about this vacancy e.g. Merton website, <i>The Guardian</i> newspaper, from a friend?		

Please complete, save, and attach this form to your online application.
Alternatively you may return it separately to the HR Manager, Merton College,
Merton Street, Oxford OX1 4JD
email fiona.lawrence@merton.ox.ac.uk