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

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity (questions will not be asked on this form)
- race
- religion or belief (including lack of belief)
- sex
- sexual orientation

The College has a duty to have effective arrangements for the collection and analysis of data for equality monitoring purposes. The policy and practice of Magdalen College require that entry into employment with Magdalen 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 will be treated less favourably than another because of any of the above protected characteristics.

Any information given will be used only to support the College’s Equality policy and in accordance with the principles of the Data Protection Act 1998. The information will be entered on a computer in the College and will be kept strictly confidential and separate from your name. It will form no part whatever of the selection process.

Please answer the questions by ticking the appropriate box or providing information as requested, and return the form to Human Resources, Magdalen College, Oxford OX1 4AU or email: human.resources@magd.ox.ac.uk.
### Ethnic Origin

5. Please describe your ethnic origin (please tick one box only):

*The ethnic origin definitions are those of the Higher Education Statistics Agency.*

<table>
<thead>
<tr>
<th>White</th>
<th>Black or Black British</th>
<th>Asian or Asian British</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.1:</td>
<td>White</td>
<td>5.6: Asian or Asian British - Indian</td>
</tr>
<tr>
<td>5.3:</td>
<td>Black or Black British - Caribbean</td>
<td></td>
</tr>
<tr>
<td>5.4:</td>
<td>Black or Black British - African</td>
<td></td>
</tr>
<tr>
<td>5.5:</td>
<td>Other Black Background</td>
<td></td>
</tr>
<tr>
<td>5.2:</td>
<td>Gypsy or Irish Traveller</td>
<td></td>
</tr>
<tr>
<td>5.12:</td>
<td>White and Black Caribbean</td>
<td></td>
</tr>
<tr>
<td>5.13:</td>
<td>White and Black African</td>
<td></td>
</tr>
<tr>
<td>5.14:</td>
<td>White and Asian</td>
<td></td>
</tr>
<tr>
<td>5.15:</td>
<td>Other Mixed Background</td>
<td></td>
</tr>
</tbody>
</table>

**Gypsy or Traveller**

5.2: Gypsy or Irish Traveller  
*please specify:* ...................................

**Arab**

5.11 Arab  
5.12 White and Black Caribbean  
5.13 White and Black African  
5.14 White and Asian  
5.15 Other Mixed Background  
*please specify:* ...................................

**Mixed**

5.16 Any other  
*please specify:* ...................................

**Other Ethnic Group**

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?

6.1: Yes  
6.2: No  
6.3: Prefer not to say

### Sexual Orientation

7. What is your sexual orientation?

7.1: Bisexual  
7.2: Gay man  
7.3: Gay woman / lesbian  
7.4: Heterosexual  
7.5: Other  
7.6: Prefer not to say  
*please specify:* ...................................

### Religion or belief (including lack of belief)

These definitions are based on those contained in the National Census 2011.

8. What is your religion?

8.1: No religion  
8.2: Buddhism  
8.3: Christianity  
8.4: Hinduism  
8.5: Islam  
8.6: Judaism  
8.7: Sikhism  
8.8: Prefer not to say  
8.9: Any other religion or belief  
*please specify:* .....................................