

MAGDALEN COLLEGE RECRUITMENT MONITORING FORM**CONFIDENTIAL**

This form is available in an alternative format – if required, please contact HR (see below).

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.

Age Range (circle one) 16-25 / 26-35 / 36-45 46-55 / 56-65 / 66+	Sex Male: <input type="checkbox"/> Female: <input type="checkbox"/>
Marriage and Civil Partnership	
1. Are you married?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say
2. Are you in a civil partnership?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say
Disability	
Do you have a disability or long-term medical condition?	
3. 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.	
<input type="checkbox"/> Yes (if so, please complete Q4) <input type="checkbox"/> No known disability <input type="checkbox"/> Prefer not to say	
4. Please tick one or more boxes: <i>The definitions of disability are those of the Higher Education Statistics Agency.</i>	
4.1: <input type="checkbox"/> Two or more impairments and/or disabling medical conditions	4.6: <input type="checkbox"/> A mental health condition, such as depression, schizophrenia, or anxiety disorder
4.2: <input type="checkbox"/> A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	4.7: <input type="checkbox"/> A physical impairment or mobility issues, such as difficulty using arms or the need to use a wheelchair or crutches
4.3: <input type="checkbox"/> General learning disability (such as Down’s syndrome)	4.8: <input type="checkbox"/> Deaf or serious hearing impairment
4.4: <input type="checkbox"/> A social/communication impairment such as Asperger’s syndrome/other autistic spectrum disorder	4.9: <input type="checkbox"/> Blind or a serious visual impairment uncorrected by glasses
4.5: <input type="checkbox"/> A long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	4.10: <input type="checkbox"/> A disability, impairment or medical condition not listed above. <i>Please specify:</i>
	4.11: <input type="checkbox"/> Prefer not to say

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.

White

5.1: White

Gypsy or Traveller

5.2: Gypsy or Irish Traveller

Black or Black British

5.3: Black or Black British -Caribbean

5.4: Black or Black British -African

5.5: Other Black Background

please specify:

Asian or Asian British

5.6: Asian or Asian British - Indian

5.7: Asian or Asian British - Pakistani

5.8: Asian or Asian British - Bangladeshi

5.9: Chinese

5.10: Other Asian Background

please specify:

Arab

5.11 Arab

Mixed

5.12: White and Black Caribbean

5.13: White and Black African

5.14: White and Asian

5.15: Other Mixed Background

please specify:

Other Ethnic Group

5.16: Any other

please specify:

5.17: Prefer not to say

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: