


**EQUAL OPPORTUNITIES MONITORING**

The University of Oxford is proud to have a diverse workforce. It is our policy and practice that entry into employment with the University, and progression within employment, will be determined only by criteria which are related to the duties of a particular post and the relevant salary scale. No applicant or member of staff will be treated less favourably than another because of his or her age, disability, ethnicity, marital or civil partnership status, parental status, religion or belief, sex or sexual orientation.

We collect equal opportunities monitoring data on all applicants and staff to monitor our progress in promoting equality and to inform any changes that may be needed to our policies, practices and services, as well as for statutory monitoring purposes. Analysis of this data enables us to meet our equality duties as a public sector employer.

All personal information will be treated in accordance with the Data Protection Act (1998), and the data used for statistical monitoring will be anonymised and published in a way that does not allow individuals to be identified. **Your equal opportunities information will not form part of any selection or promotion process and will not be disclosed to the selection panel or your department.**

If appointed, your application information will be retained securely as part of your confidential staff record. You will have regular opportunities to review and update the information that you have supplied and which is held on the University's HR Information System (HRIS).

If you have a disability and require reasonable adjustments at interview or in the workplace, please request these separately (for example with your department, the Equality and Diversity Unit, or the Occupational Health Service) since information supplied here is used only for anonymised monitoring.

**Please answer the questions below. If completing electronically, please enter an X in the relevant box**

**Sex (this refers to your legal sex)**

Are you:  Female  Male  Prefer not to say

**Date of birth** DD \_\_\_ MM \_\_\_ YYYY \_\_\_\_\_

**Disability**

Do you have a disability or long-term medical condition (i.e. a physical or mental impairment that has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities)?

Please see [www.admin.ox.ac.uk/eop/disab](http://www.admin.ox.ac.uk/eop/disab) for more information.

Yes (please tick all that apply)  No known disability  Prefer not to say

51  A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D

55  A mental health condition such as depression, anxiety, bipolar disorder, etc

52  General learning disability (such as Down's Syndrome)

56  A physical impairment or mobility issues

53  A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder

57  Deaf or serious hearing impairment

54  A long standing illness or health condition such as cancer, HIV, diabetes, epilepsy, chronic fatigue syndrome, etc

58  Blind or serious visual impairment uncorrected by glasses

96  A disability, impairment or medical condition not included above (*please*

97  Prefer not to say

**Nationality**

Please state your nationality (including any joint nationality)

**Ethnic origin**

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

This question is not about nationality, place of birth or country of citizenship. Ethnic origin is a self-defined concept encompassing common ancestry and elements of culture, identity, religion, language and physical characteristics such as colour. The categories are identical to those used in the latest UK census.

**White**

- 10.1  White - British  
 10.2  White - Irish  
 10.3  Other white background (*please specify*):

**Black or Black British**

- 21  Black or Black British - Caribbean  
 22  Black or Black British - African  
 29  Other black background (*please specify*):

**Gypsy or Traveller**

- 15  Gypsy or Traveller

**Arab**

- 50  Arab

**Mixed**

- 41  White and Black Caribbean  
 42  White and Black African  
 43  White and Asian  
 49  Other mixed background (*please specify*):

**Asian or Asian British**

- 31  Asian or Asian British - Indian  
 32  Asian or Asian British - Pakistani  
 33  Asian or Asian British - Bangladeshi  
 34  Chinese  
 39  Other Asian background (*please specify*):

**Other**

- 80  Any other ethnic background (*please specify*):

- 98  Prefer not to say

**Sexual orientation**

What is your sexual orientation?

"Sexual orientation" means a person's emotional and sexual attraction towards people of the same sex, opposite sex, both sexes, or neither. It is not related to gender identity.

- 01  Bisexual      02  Gay man      03  Gay woman/lesbian  
 04  Heterosexual      05  Other (*please specify*):      98  Prefer not to say

**Religion and belief (including lack of belief)**

Please describe your religion or belief, if any.

"Religion" includes all religions, as well as a lack of religion. "Belief" means any religious or philosophical belief, or lack of belief. This includes philosophical beliefs such as atheism, agnosticism and humanism. Other beliefs may be protected under equality legislation, provided they meet certain requirements.

- 01  No religion      02  Buddhist      03  Christian  
 10  Hindu      11  Jewish      12  Muslim  
 13  Sikh      14  Spiritual      80  Any other religion or belief  
 98  Prefer not to say      (*please specify*):

**Thank you for completing this form.**