

Equal Opportunities Monitoring Form**CONFIDENTIAL**

Higher education institutions have a legal duty to collect, analyse and publish equal opportunity data about characteristics that are protected against discrimination under the Equality Act 2012, such as age, race, and disability. Somerville is keen to comply with this legal duty so that it is able to measure the effectiveness of its equality policies, and to ensure that those who work and study at Somerville are treated equally and discrimination involving the 'protected characteristics' is avoided.

Therefore we need you to provide the College with your personal equal opportunities data by completing and returning this form to the Human Resources team. Any information you provide will be presented in an anonymous format and any data that has the potential to identify you as an individual will not be published. The information collected through this form will be held on the Human Resources database and will be accessible only by the Human Resources staff. Data you supply will be kept strictly confidential and according to the Data Protection Act 1998.

Please answer the questions below by completing or ticking the appropriate box.

Age:	Date of Birth:		Prefer not to say
Sex/Gender (this refers to your legal sex)	Male	Female	Prefer not to say
Disability Disability is defined as a physical or mental impairment, and the impairment has a substantial (i.e. more than minor or trivial) and long-term adverse effect on your ability to carry out normal day-to-day activities			
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
What is your disability?			
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 syndrome/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	
Prefer not to say			
Ethnicity Questions about ethnicity are not about nationality, place of birth, or citizenship, they are 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	