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will be presented in an anonymous format and any data that has the potential to identify you as an individual will not be published.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.

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 Yes No known disability Prefer not to say Dy ou 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 test of your life? Yes No known disability Prefer not to say What is your disability? Blind or serious impairment uncorrected by glasses conditions Deaf or serious hearing impairment Long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or ceplepsy Eneral disease, or ceplepsy 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 specific learning difficulty such as dyspraxia or AD(H)D Prefer not to say What is your ethnicity are not about nationality, place of birth, or citizenship, they are about colour and ethnic group. What is your ethnicity? What is your ethnicity? Mixed - White and Black Arrican Black or Black British - Caribbean Mixed - White and Black Arrican Black	Age:	Date of Birth:		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? No known disability Prefer not to say What is your disability? Blind or serious impairment uncorrected by glasses Deaf or serious hearing impairment Ito say Two or more impairments and/or disabiling medical condition such as cancer, conditions Long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy General Learning disability (such as Down's schizophrenia or anxiety disorder Social/communication impairment such as Asperger's syndrome/other autistic spectrum Physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches A sperger's syndrome/other autistic spectrum A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D AD(H)D Prefer not to say Mat is your ethnicity are not about nationality, place of birth, or clizenship, they are about colour and ethnic group. Mhat is your ethnicit group. What is your ethnicit? Mixed - White and Black Caribbean Black or Black British - Caribbean Black or Black British - Caribbean Black or Black British - Afr	Sex/Gender	Male	Female	Prefer not to say						
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 No known disability Prefer not to say Doyou 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 Impairment Two or more impairments and/or disabiling medical conditions Long standing filness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy Scial/communication inspairment such as Asperger's syndrome/other autistic spectrum disorder Mental health condition, such as depression, schizophrenia or anxiety disorder Scial/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 Impairment or mobility issues, dyspraxia or AD(H)D A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D Ethnicity Other Asian background A specific learning difficulty such as difficulty Impairment or mobility Questions about ethnicity are not about nationality, place of birth, or citizenship, they are about colour and ethnic group. Impairment Impairment	(this refers to your legal sex)									
and long-term adverse effect on your ability to carry out normal day-to-day activities Yes No known disability Prefer not to say 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 dis ling for at least 12 months for the lease	Disability									
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 Impairment <td></td> <td></td> <td></td> <td>ubstan</td> <td>tial (i.e. more than mi</td> <td>nor or t</td> <td>trivial)</td>				ubstan	tial (i.e. more than mi	nor or t	trivial)			
least 12 months, or is likely to last for at least 12 months, or is likely to last for the rest of your life? to say What is your disability? Blind or serious impairment uncorrected by glasses Deaf or serious hearing impairment Two or more impairments and/or disabiling 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 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 A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D What is your ethnicity? Other Asian background What is your ethnicity? Mixed - White and Black Caribbean Black or Black British - Caribbean Mixed - White and Black African Black or Black background Any other mixed background Any other mixed background Asian or Asian British - Pakistani Other ethnic background Any other mixed background										
rest of your life?				Yes	No known disability					
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 social/communication impairment such as Asperger's syndrome disorder vusing arms or using a wheelchair or crutches A disability, impairment or medical condition not listed above 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? What 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 - Indian Arap Asian or Asian British - Bangladeshi Not known		ast for at least 12 mon	ths, or is likely to last for the			to say	/			
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, conditions 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? Mixed - White and Black Caribbean Black or Black British - Caribbean Mixed - White and Black African Black or Black British - Indian Arab Asian or Asian British - Indian Arab Asian or Asian British - Pakistani Other ethnic background Asian or Asian British - Bangladeshi Not known										
Learning disabilityDeaf or serious hearing impairmentTwo or more impairments and/or disabiling medical conditionsLong standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsyGeneral Learning disability (such as Down's syndromeMental health condition, such as depression, schizophrenia or anxiety disorderSocial/communication impairment such as Asperger's syndrome/other autistic spectrum disorderPhysical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutchesA disability, impairment or medical condition not listed aboveA specific learning difficulty such as dyslexia, dyspraxia or AD(H)DPrefer not to sayPrefer not to sayEthnicity Ouestions about ethnicity are not about nationality, place of birth, or citizenship, they are about colour and ethnic group.What is your ethnicity?WhiteOther Asian backgroundGyps or TravellerMixed - White and Black CaribbeanBlack or Black British - CaribbeanMixed - White and Black AfricanBlack or Black British - AfricanMixed - White and Black AfricanOther Black backgroundAny other mixed backgroundAsian or Asian British - PakistaniOther ethnic backgroundAsian or Asian British - BagladeshiNot known										
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 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 Asper ethnicity are not about nationality, place of birth, or citizenship, they are about colour and ethnic group. What is your ethnicit? White Other Asian background Gypsy or Traveller Mixed - White and Black Caribbean Black or Black British - African Black or Black British - African Mixed - White and Black African Black or Black British - Indian Arab Arab Arab Asian or Asian British - Pakistani Other ethnic background	Blind or serious impairment unc									
conditions 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 A specific learning difficulty are not about nationality, place of birth, or citizenship, they are about colour and ethnic group. What is your ethnicity? Other Asian background What 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 - Pakistani Other ethnic background Asian or Asian British - Bangladeshi Not known										
General Learning disability (such as Down's syndrome Mental health condition, such as depression, schizophrenia or anxiety disorder Social/communication impairment such as 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 Asian Other Black background Any other mixed background Asian or Asian British - Indian Arab Asian or Asian British - Bangladeshi Not known	conditions									
syndromeschizophrenia or anxiety disorderSocial/communication impairment such as Asperger's syndrome/other autistic spectrum disorderPhysical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutchesA disability, impairment or medical condition not listed aboveA specific learning difficulty such as dyslexia, dyspraxia or AD(H)DPrefer not to sayA D(H)DEthnicity Ouestions about ethnicity are not about nationality, place of birth, or citizenship, they are about colour and ethnic group.What is your ethnicity?Mixed - White and Black CaribbeanBlack or Black British - CaribbeanMixed - White and Black AfricanBlack or Black British - AfricanMixed - White and AsianOther Black backgroundAny other mixed backgroundAsian or Asian British - PakistaniOther ethnic backgroundAsian or Asian British - BangladeshiNot known										
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 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 - Bangladeshi Not known										
disorder 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 AD(H)D Ethnicity Questions about ethnicity are not about nationality, place of birth, or citizenship, they are about colour and ethnic group. What is your ethnicity? What is your ethnicity? White Other Asian background Gypsy or Traveller Mixed - White and Black Caribbean Black or Black British - Caribbean Mixed - White and Asian Other Black background Any other mixed background Any other mixed background Any other mixed background Asian or Asian British - Indian Arab Asian or Asian British - Bangladeshi Not known	Social/communication impairme		· · ·							
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 AD(H)D Ethnicity Questions about ethnicity are not about nationality, place of birth, or citizenship, they are about colour and ethnic group. What is your ethnicity? 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 - Bangladeshi Not known	Asperger's syndrome/other autistic spectrum									
A disability, impairment or medical condition not listed above 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 - Bangladeshi Not known	disorder									
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 - Bangladeshi Not known										
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 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 Other Black background Any other mixed background Asian or Asian British - Indian Arab Asian or Asian British - Pakistani Other ethnic background Mixed - White and Black Ground		1								
Questions about ethnicity are not about nationality, place of birth, or citizenship, they are about colour and ethnic group.What is your ethnicity?WhiteOther Asian backgroundGypsy or TravellerMixed - White and Black CaribbeanBlack or Black British - CaribbeanMixed - White and Black AfricanBlack or Black British - AfricanMixed - White and AsianOther Black backgroundAny other mixed backgroundAsian or Asian British - IndianArabAsian or Asian British - PakistaniOther ethnic backgroundAsian or Asian British - BangladeshiNot known										
Questions about ethnicity are not about nationality, place of birth, or citizenship, they are about colour and ethnic group.What is your ethnicity?WhiteOther Asian backgroundGypsy or TravellerMixed - White and Black CaribbeanBlack or Black British - CaribbeanMixed - White and Black AfricanBlack or Black British - AfricanMixed - White and AsianOther Black backgroundAny other mixed backgroundAsian or Asian British - IndianArabAsian or Asian British - PakistaniOther ethnic backgroundAsian or Asian British - BangladeshiNot known	Ethnicity									
What is your ethnicity?WhiteOther Asian backgroundGypsy or TravellerMixed - White and Black CaribbeanBlack or Black British - CaribbeanMixed - White and Black AfricanBlack or Black British - AfricanMixed - White and Black AfricanOther Black backgroundAny other mixed backgroundAsian or Asian British - IndianArabAsian or Asian British - PakistaniOther ethnic backgroundAsian or Asian British - BangladeshiNot known		ot about nationality pla	ace of birth or citizenship they	are ab	out colour and ethnic (noup				
WhiteOther Asian backgroundGypsy or TravellerMixed - White and Black CaribbeanBlack or Black British - CaribbeanMixed - White and Black AfricanBlack or Black British - AfricanMixed - White and Black AfricanOther Black backgroundAny other mixed backgroundAsian or Asian British - IndianArabAsian or Asian British - PakistaniOther ethnic backgroundAsian or Asian British - BangladeshiNot known				are as		<u></u>				
Black or Black British - CaribbeanMixed - White and Black AfricanBlack or Black British - AfricanMixed - White and AsianOther Black backgroundAny other mixed backgroundAsian or Asian British - IndianArabAsian or Asian British - PakistaniOther ethnic backgroundAsian or Asian British - BangladeshiNot known	White									
Black or Black British - AfricanMixed - White and AsianOther Black backgroundAny other mixed backgroundAsian or Asian British - IndianArabAsian or Asian British - PakistaniOther ethnic backgroundAsian or Asian British - BangladeshiNot known	Gypsy or Traveller		Mixed - White and Blac							
Other Black backgroundAny other mixed backgroundAsian or Asian British - IndianArabAsian or Asian British - PakistaniOther ethnic backgroundAsian or Asian British - BangladeshiNot known	Black or Black British - Caribbea	า	Mixed - White and Blac							
Asian or Asian British - IndianArabAsian or Asian British - PakistaniOther ethnic backgroundAsian or Asian British - BangladeshiNot known	Black or Black British - African		Mixed - White and Asia							
Asian or Asian British - PakistaniOther ethnic backgroundAsian or Asian British - BangladeshiNot known	Other Black background		Any other mixed backg	round						
Asian or Asian British - Bangladeshi Not known	Asian or Asian British - Indian		Arab							
			Other ethnic backgrou	nd						
Chinese Prefer not to say	Asian or Asian British - Banglade	shi								
	Chinese		Prefer not to say							

Sexual Orientation							
What is your sexual orientation?							
Bisexual		Gay woman / Lesbian					
Heterosexual		Other					
Gay man		Prefer not to say					
Religion or Belief (including lack What is your religion?	of belief)						
Atheism		Judaism					
Buddhism		Sikhism					
Christianity		Spiritualism					
Hinduism		Any other religion or belief					
Islam		No religion					
Jainism		Prefer not to say					
Marriage and Civil Partnership Are you married or in a civil partnershi	ip?		Yes	No	Prefer not	to say	
Nationality							
What is your nationality?			Prefer not to say				

Please return one copy of this form to the Human Resources Manager

By hard copy to: Somerville College, Woodstock Road, Oxford. OX2 6HD Or by email to: <u>human.resources@some.ox.ac.uk</u>

Thank you.

Code: (Note –code used at the top of this form is a unique number and identifies the person who has completed this form only to the Human Resources Manager and Human Resources Administrator).