This section of the application form will be detached from your application and will be used solely for monitoring purposes.

This form is available in an alternative format, if required please contact the HR Manager.

*Please complete this form if you are applying for a position at Keble College.*

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

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief (including lack of belief)
- sex
- sexual orientation

Higher education institutions have a duty to have effective arrangements for the collection and analysis of data for equality monitoring purposes. Any information given will be used only to support the College’s diversity and equal opportunities policy and in accordance with the principles of the Data Protection Act 1998. The information will be entered on a computer in Keble College and will be kept strictly confidential and separate from your name and your application. It is not part of the selection process. The information you give will be retained only for statistical purposes and is anonymous.

The policy and practice of Keble College require that entry into employment with the 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 or member of staff will be treated less favourably than another because of any of the above protected characteristics. In all cases, ability to perform the job will be the primary consideration.

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

### Sex
- Male: [ ]
- Female: [ ]
- Prefer not to say: [ ]

### Age
- Under 18: [ ]
- 18-25: [ ]
- 26-30: [ ]
- 31-35: [ ]
- 36-40: [ ]
- 41-45: [ ]
- 46-50: [ ]
- 51-55: [ ]
- 56-60: [ ]
- 61-65: [ ]
- 66-70: [ ]
- 71+: [ ]
- Prefer not to say: [ ]

### Marriage and Civil Partnership
1. Are you married? [ ] Yes [ ] No [ ] Prefer not to say
2. Are you in a civil partnership? [ ] Yes [ ] No [ ] Prefer not to say

### Disability
- Do you have a disability or long term medical condition?
- 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.
  - Yes, please complete Q4. [ ]
  - No known disability [ ]
  - Prefer not to say: [ ]

4. Please tick one or more boxes: *The definitions of disability are those of the Higher Education Statistic Agency*

4.1: [ ] Two or more impairments and/or disabling medical conditions

4.2: [ ] A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D

4.3: [ ] General learning disability (such as Down’s syndrome)

4.4: [ ] A social/communication impairment such as Asperger’s syndrome/other autistic spectrum disorder

4.5: [ ] A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy

4.6: [ ] A mental health condition, such as depression, schizophrenia or anxiety disorder

4.7: [ ] A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches

4.8: [ ] Deaf or serious hearing impairment

4.9: [ ] Blind or a serious visual impairment uncorrected by glasses

4.10: [ ] A disability, impairment or medical condition not listed above. Please state: ………………………………………

4.11: [ ] 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 Statistic Agency.*

<table>
<thead>
<tr>
<th>White</th>
<th>Black or Black British</th>
<th>Asian or Asian British</th>
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<tbody>
<tr>
<td>5.1:</td>
<td>White</td>
<td></td>
</tr>
<tr>
<td>5.5:</td>
<td>Black or Black British -Caribbean</td>
<td>5.8:</td>
</tr>
<tr>
<td>5.6:</td>
<td>Black or Black British - African</td>
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</tr>
<tr>
<td>5.7:</td>
<td>Other Black Background</td>
<td>5.10:</td>
</tr>
<tr>
<td>Gypsy or Traveller</td>
<td>please specify:</td>
<td>5.11:</td>
</tr>
<tr>
<td>5.2:</td>
<td>Gypsy or Irish Traveller</td>
<td>5.12:</td>
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<tr>
<td></td>
<td></td>
<td>please specify:</td>
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</tbody>
</table>

<table>
<thead>
<tr>
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<th>Mixed</th>
<th>Other Ethnic Group</th>
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</thead>
<tbody>
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<td>Arab</td>
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<tr>
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<td>White and Black Caribbean</td>
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<td>White and Black African</td>
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<td>5.16:</td>
<td>White and Asian</td>
<td></td>
</tr>
<tr>
<td>5.17:</td>
<td>Other Mixed Background</td>
<td>5.19:</td>
</tr>
<tr>
<td></td>
<td>please specify:</td>
<td></td>
</tr>
</tbody>
</table>

**Gender Reassignment**

8. Is your gender identity the same as the gender you were assigned at birth?

8.1: Yes 8.2: No 8.3: Prefer not to say

**Sexual Orientation**

9. What is your sexual orientation?

9.1: Bisexual 9.2: Gay man 9.3: Gay woman / lesbian

9.4: Heterosexual 9.5: Other 9.6: Prefer not to say

Please specify: ........................................

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

10. What is your religion?

10.1: Atheism 10.6: Jainism 10.11: No religion

10.2: Buddhism 10.7: Judaism 10.12: Prefer not to say

10.3: Christianity 10.8: Sikhism

10.4: Hinduism 10.9: Spiritualism

10.5: Islam 10.10: Any other religion or belief

Please specify: ........................................

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Please return this form to Trish Long, Assistant Equality Officer at Keble College *(trish.long@keble.ox.ac.uk)*

Thank you.