

**EQUALITY AND DIVERSITY MONITORING FORM**

St Catharine’s College is an Equal Opportunities employer and is committed to meeting the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

As part of the application process, we ask that prospective candidates complete this form. The information you provide here is strictly confidential and will be used for monitoring and statistical purposes only. It will not be used to select applicants for interview or appointment and any selection panel do not see this data. The information you provide will stay confidential and will be stored securely and limited to only staff in the HR department.

|  |  |
| --- | --- |
| **Vacancy job title** |  |

|  |  |
| --- | --- |
| **AGE:** 16 -24 ❒ 25-34 ❒ 35-44 ❒ 45-54 ❒  55-64 ❒ 65+ ❒ Prefer not to say ❒ **MARITAL STATUS:** Are you married or in a civil partnership?Yes ❒ No ❒ Prefer not to say ❒  | **GENDER:** Female ❒ Male ❒ Non-binary ❒ Prefer not to say ❒ **GENDER REASSIGNMENT:**Have you undergone or are you undergoing gender reassignment? Yes ❒ No ❒ Prefer not to say ❒  |
|

|  |  |
| --- | --- |
| **RELIGION or BELIEF:** Buddhist ❒ Christian ❒ Please specify which denomination:Jewish ❒ Hindu ❒ Muslim ❒ Sikh ❒ No religion or belief ❒ Prefer not to say ❒  | **SEXUAL ORIENTATION***:* Bisexual ❒ Gay Woman/Lesbian ❒ Gay Man ❒ Heterosexual ❒ Prefer not to say ❒  |
|  |

|  |
| --- |
| **ETHNIC ORIGIN**Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. **Asian or Asian British**Bangladeshi ❒ Chinese ❒ Indian ❒ Pakistani ❒ Any other Asian background, please write here: **Black/ African/ Caribbean/ Black British**African ❒ Caribbean ❒ Any other black background, please write here: **Mixed/multiple ethnic groups**White and Black Caribbean ❒ White and Black African ❒ White and Asian ❒ Any other mixed/multiple ethnic background, please write here:**Other ethnic group**Arab ❒ Other ethnic group, please write here: **White** British ❒ English ❒ Welsh ❒ Scottish ❒ Northern Irish ❒  Irish ❒ Gypsy or Irish Traveller ❒ Any other white background, please write here: **Prefer not to say** ❒  |

|  |
| --- |
| **Do you consider yourself to be disabled or to have a health condition?**Yes ❒ No ❒ Prefer not to say ❒ If yes, what is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with the HR manager if you are a job applicant. |

|  |  |
| --- | --- |
| **Advertising** Where did you first learn about this vacancy? |  |

Some of the data on this form may be held on computer or in a form which makes it subject to the General Data Protection Regulation (GDPR) and UK Data Protection Act. By completing this form you give your consent to the above data being held and processed by St Catharine’s College for monitoring purposes.