** Equal Opportunities Monitoring Form**

Equal Opportunities Statement

St George’s, University of London confirms its commitment to a comprehensive policy of equal opportunities in employment in which individuals are selected and treated on the basis of their relevant merits and abilities and are given equal opportunities within St George’s.  The aim of these policies is to ensure that no job applicant or employee should receive less favourable treatment on any grounds not relevant to good employment practice.  St George’s is committed to action to make these policies fully effective.

**Guidance**

**What is monitoring?**

Monitoring equal opportunities is the process used to collect, store and analyse data about people’s personal details (for example, sex, disability, race), which can be used to:

* highlight possible inequalities
* investigate the underlying causes of those inequalities
* seek to redress any unfairness or disadvantage.

The university has an equal opportunities policy which, in order to be effective, requires that we know more about the composition of applicants. The questions in this form are asked so that the university can comply with the legal requirements of the Equalities Act 2010.

There are 9 protected characteristics under the Equalities Act 2010, they are:

Age; Disability; Gender reassignment; Marriage and civil partnership; Pregnancy and maternity ; Race; Religion and belief; Sex and Sexual orientation

**How will this form be used?**

The information contained in this form will be treated in complete confidence and access to it will be strictly restricted. It will be used to monitor and analyse equality and diversity in the recruitment process. The statistical information will be invaluable in reviewing equal opportunities policies as mentioned above (under ‘What is Monitoring?’). None of this information will be used in any way in the recruitment process.

|  |  |  |  |
| --- | --- | --- | --- |
| **Post Details** | | | |
| Post applied for |  | Post Reference |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Personal Details** | | | |
| Date of Birth |  | Gender | Male  Female |

**C Marital Status**

|  |  |
| --- | --- |
| 1. Married / Civil Partnership | 2. Single |
| 3. Divorced | 4. Separated |
| 5. Widow / Widower | 5. Prefer Not to Say |

**D Religion or Belief**

|  |  |
| --- | --- |
| 1. Buddhist | 2. Christian |
| 3. Hindu | 4. Jewish |
| 5. Muslim | 5. No Religion |
| 6. Prefer Not to Say | 7. Sikh |
| 8. Spiritual/Other (please specify)  please specify: | |

**E Sexual Orientation**

|  |  |
| --- | --- |
| 1. Bisexual | 2. Gay Man |
| 3. Gay Woman / Lesbian | 4. Heterosexual |
| 5. Other | 6. Prefer Not to Say |

|  |
| --- |
| **Gender Identity** |
| Is your gender identity the same as the gender you were assigned at birth? |
| ☐ Yes ☐ No ☐ Prefer no to say \*  Information about gender identity is considered sensitive personal data under the Data Protection Act. We want to make sure that we have permission to store this data for the purposes of monitoring and advancing equality and diversity in higher education. Please indicate if you give us permission to store this information and use it in this way.  ☐ Yes ☐ No |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **F Disability** | | | | | | | |
| Disability is recorded on the basis of your own self-assessment. | | | | | | |
| 1. I do not consider myself disabled | |  | 1. I do not wish to disclose this | | | | |
| If you do consider yourself to be disabled, please tick the option below that best describes your disability. | | | | | |  | |
| Mental health condition (such as depression or schizophrenia) |  | Specific learning disability (such as dyslexia or dyspraxia) | |  | General learning disability (such as Down's syndrome) |  | |
| Cognitive impairment (such as autistic spectrum disorder or resulting from head injury) |  | Long-standing illness or health condition (such as cancer, diabetes HIV, chronic heart disease, or epilepsy) | |  | Physical impairment or mobility issues (such as difficulty using arms or using a wheelchair or crutches) |  | |
| Deaf or serious hearing impairment |  | Blind or serious visual impairment | |  | Other type of disability (please specify)………………………………….. |  | |

|  |  |  |  |
| --- | --- | --- | --- |
| **G Race** | | | |
| The options reflects the 2011 Census of Population ethnicity classifications used throughout the UK and so allows comparative statistics to be derived both within and without the sector.  What is your ethnic origin? Tick the one most appropriate box to indicate your ethnic origin. | | | |
| 1. White – English, British, Scottish, Northen Irish, Welsh |  | 1. Other White background |  |
| 1. Irish |  | 1. Asian or Asian British – Bangladeshi |  |
| 1. Asian or Asian British – Indian |  | 1. Asian or Asian British – Pakistani |  |
| 1. Other Asian background |  | 1. Black or Black British – African |  |
| 1. Black or Black British – Caribbean |  | 1. Chinese |  |
| 1. Gypsey or Irish Traveller |  | 1. Other Black background |  |
| 1. Mixed – White and Asian |  | 1. Other Ethnic background |  |
| 1. Mixed – White and Black African |  | 1. Mixed – White and Black Caribbean |  |
| 1. Other Mixed/Multiple Ethnic background |  | 1. Prefer Not to Say |  |
| 1. Arab |  |  |  |