Equal Opportunity Data Monitoring Form 2026-27

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

- age
- race
- disability
- religion or belief (including lack of belief)
- gender reassignment
- sex
- marriage and civil partnership
- sexual orientation
- pregnancy and maternity (questions will not be asked on this form as this data is already held in our records)

The College has a duty to have effective arrangements for the collection and analysis of data for equality monitoring purposes. Collecting and analysing data on the above listed protected characteristics helps the College to provide appropriate policies to encourage equality and diversity in the workforce.

The data collected from this form will be held by the HR Department in College, by the HR Manager and will be kept strictly confidential and according to the General Data Protection Regulations 2018. The data held is required for internal monitoring purposes and/or statutory external reporting responsibilities. Reports run from the data provided will always be presented in an anonymous format.

The College requires your assistance to enable it to do this but completion of this form is voluntary. If you do not wish to provide the information requested below, you can select 'prefer not to say' for each question.

* Required

1. Employment *

Please indicate your employment status. If you are a current member of staff applying for a vacancy, please select 'Job Applicant'.

- ◯ Job Applicant (please go to Q2)
- ◯ Current St Edmund Hall Academic Staff (please go to Q3)
- ◯ Current St Edmund Hall Non-Academic Staff (please go to Q5)

2. Vacancy Title *

If you do not see the vacancy title you are applying for listed below, please enter it in the 'Other' field **exactly asit appears on the job description** Once complete, please go to Q6.

- ◯ Casual role (Catering)
- ◯ Casual role (Housekeeping)
- ◯ Casual role (Lodge)
- ◯ Other

3. Academic Staff Role Type at St Edmund Hall *

These categories follow HESA guidance. Once complete, please go to Q6.

- ◯ Academic Contract that is Teaching only
- ◯ Academic Contract that is Research only (please go to Q4)
- ◯ Academic Contract that is Teaching and Research
- ◯ Academic Contract that is neither teaching nor research (e.g., Head of House)

4. Research Only Academic Contracts *

These categories follow the University's Staff Classification Scheme. Once complete, please go to Q6.

- ◯ AR Research Fellow
- ◯ AP Research Staff
- ◯ AS Research Support

5. Non-Academic Staff Role *

- ◯ Casual (any department)
- ◯ Operational (e.g. Catering, Decanal, Housekeeping, Estates, Lodge)
- ◯ Administrative & Professional (e.g. Bursary, College Office, Development, Finance, HR, Library, IT)

6. Age *

- ◯ Under 18
- ◯ 18-25
- ◯ 26-30
- ◯ 31-40
- ◯ 41-50
- ◯ 51-60
- ◯ 61-70
- ◯ 71+

7. Legal Sex *

- ◯ 10 Female
- ◯ 11 Male
- ◯ 12 Other
- ◯ 98. Prefer not to say

8. Gender Identity *

Is the gender you identify with the same as your sex registered at birth?

- ◯ 01 Yes
- ◯ 02 No
- ◯ 98 Prefer not to say

9. Marital Status *

- ◯ 10 Never married and never registered in a civil partnership
- ◯ 11 Married or in a registered civil partnership
- ◯ 12 Separated (but still legally married or in a civil partnership)
- ◯ 13 Divorced or formerly in a civil partnership which is now legally dissolved
- ◯ 14 Widowed or a surviving partner from a registered civil partnership
- ◯ 15 Co-habiting, with or without a legal contract
- ◯ 98 Prefer not to say

10. Ethnicity *

- ◯ 100 Asian - Bangladeshi or Bangladeshi British
- ◯ 101 Asian - Chinese or Chinese British
- ◯ 102 Asian - Filipino or Filipino British
- ◯ 103 Asian - Indian or Indian British
- ◯ 104 Asian - Pakistani or Pakistani British
- ◯ 119 Any other Asian background
- ◯ 120 Black - African or African British
- ◯ 121 Black - Caribbean or Caribbean British
- ◯ 139 Any other Black background
- ◯ 140 Mixed or multiple ethnic groups - White or White British and Asian or Asian British
- ◯ 141 Mixed or multiple ethnic groups - White or White British and Black African or Black African British
- ◯ 142 Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British
- ◯ 159 Any other Mixed or Multiple ethnic background
- ◯ 162 White - British, Irish, Northern Irish, English, Scottish or Welsh
- ◯ 164 White - Gypsy or Traveller
- ◯ 165 White - Irish Traveller
- ◯ 167 White - Polish
- ◯ 168 White - Roma
- ◯ 170 White - Showman / Showwoman
- ◯ 179 Any other White background
- ◯ 180 Arab
- ◯ 899 Any other ethnic background
- ◯ 997 Not known (e.g. due to adoption)
- ◯ 998 Prefer not to say

11. Disability *

Do you have an impairment, health condition or learning difference that has substantial and long-term impact on your ability to carry out normal day-to-day activities?

- [ ] 95 No known impairment, health condition or learning difference
- [ ] 51 Learning difference such as dyslexia, dyspraxia or AD(H)D
- [ ] 53 Social/communication conditions such as a speech and language impairment or an autistic spectrum condition
- [ ] 54 Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
- [ ] 55 Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety
- [ ] 56 Physical impairment (a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, lifting or carrying)
- [ ] 57 D/deaf or have a hearing impairment
- [ ] 58 Blind or have a visual impairment uncorrected by glasses
- [ ] 59 Development condition that you have had since childhood which affects motor, cognitive, social and emotional skills, and speech and language
- [ ] 96 An impairment, health condition or learning difference not listed above
- [ ] 98 Prefer not to say

12. Religion or Belief *

- ◯ 20 No Religion
- ◯ 21 Buddhist
- ◯ 22 Christian
- ◯ 29 Hindu
- ◯ 30 Jewish
- ◯ 31 Muslim
- ◯ 32 Pagan
- ◯ 33 Sikh
- ◯ 80 Any other Religion or Belief
- ◯ 98 Prefer not to say

13. Sexual Orientation *

Which of the following best describes your sexual orientation?

- ◯ 10 Bisexual
- ◯ 11 Gay or Lesbian
- ◯ 12 Heterosexual or Straight
- ◯ 19 Other sexual orientation
- ◯ 98 Prefer not to say

14. Nationality *