

### Equality & Diversity Monitoring Form

Fitzwilliam College wants to meet the aims and commitments set out in its equality policies. 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.

The College needs your help and co-operation to enable it to do this, though filling in this form is voluntary and all questions are optional. All information supplied will be treated in the strictest confidence and used in an anonymised format solely for monitoring purposes.

If you are a job applicant, this form will be held separately from your application and will not be used to select applicants for interview or appointment. It will be used for equal opportunities monitoring purposes only.

Please check the appropriate boxes and return the completed form to [hr@fitz.cam.ac.uk](mailto:hr@fitz.cam.ac.uk), or in an envelope marked 'Strictly confidential' to the **HR Officer, Fitzwilliam College, Cambridge CB3 0DG**

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**Gender** Man  Woman  Other  Prefer not to say

If you prefer to use your own term, please specify here .....

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**Are you married or in a civil partnership?** Yes  No  Prefer not to say

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**Age** 16-24  25-29  30-34  35-39  40-44  45-49   
50-54  55-59  60-64  65+  Prefer not to say

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**What is your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

**White**

White British  White Irish  Any other White  Prefer not to say

Any other white background, please write in:

**Mixed/multiple ethnic groups**

White and Black Caribbean  White and Black African  White and Asian

Prefer not to say  Any other mixed background, please write in:

**Asian/Asian British**

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say

Any other Asian background, please write in:

**Black/ African/ Caribbean/ Black British**

African  Caribbean  Prefer not to say

Any other Black/African/Caribbean background, please write in:

**Other ethnic group**

Arab  Prefer not to say

Any other ethnic group, please write in:

*Please turn over*

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**Do you consider yourself to have a disability or health condition?**

Yes  No  Prefer not to say

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 your manager, or with the HR Officer, if you are a job applicant.

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**What is your sexual orientation?**

Heterosexual  Gay  Lesbian  Bisexual

Prefer not to say  If you prefer to use your own term, please write in:

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**What is your religion or belief?**

No religion or belief  Buddhist  Christian  Hindu  Jewish

Muslim  Sikh  Prefer not to say

If other religion or belief, please write in:

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**Vacancy applied for** (if applicable):

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**Data Protection:**

The personal data that you have supplied will be used for the purpose of monitoring Equality and Diversity. All data will be processed and stored in accordance with the Data Protection Act 2018.

By completing this form you consent to the use of your personal data for these purposes.

Our Data Protection Policy, Statements and Retention Schedule are available at

<https://www.fitz.cam.ac.uk/about/official-information/data-protection>