

Newnham College

Cambridge CB3 9DF

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| **EQUALITY AND DIVERSITY MONITORING FORM**  Newnham College is committed to treating all applicants on individual merit and to meeting the aims and objectives 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. We need your help and co-operation to enable us to do this but filling in this form is voluntary.  If you choose to complete this form, please return it as an attachment to an email with PRIVATE AND CONFIDENTIAL in the subject line to [HRManager@newn.cam.ac.uk](mailto:HRManager@newn.cam.ac.uk) who is not involved in the recruitment and selection process at the College. The information will be held in line with current data protection legislation and the College’s data protection policy can be viewed at:  <https://www.newn.cam.ac.uk/wp-content/uploads/2021/08/DPS-Job-Applicants-Staff-and-Senior-Members-2021-01.pdf> |
| **Vacancy applied for:** |

*Please tick the appropriate box*

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| **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 your manager, or the HR manager if you are a job applicant. |
| *\** ***Disability Definition***  *The Disability Discrimination Act (DDA) states* ***‘a person has a disability … if s/he has a PHYSICAL OR MENTAL IMPAIRMENT which has a SUBSTANTIAL and LONG-TERM ADVERSE EFFECT on her/his ability to carry out NORMAL DAY-TO-DAY ACTIVITIES’.*** *All four criteria in capitals in the above statement must be met to fall and therefore be protected under the DDA.* |

*Please turn over*

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| **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 ❒ |
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| **RELIGION or BELIEF:**  Buddhist ❒ Christian ❒ Please specify which denomination :  Jew ❒ Hindu ❒ Muslim ❒ Sikh ❒  No religion or belief ❒ Prefer not to say ❒ | **SEXUAL ORIENTATION***:*  Bi-Sexual ❒ Gay Woman/Lesbian ❒  Gay Man ❒ Heterosexual ❒  Prefer not to say ❒ |
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| **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 in:    ***Black/ African/ Caribbean/ Black British***  African ❒ Caribbean ❒ Any other black background, please write in:  ***Mixed/multiple ethnic groups***  White and Black Caribbean ❒ White and Black African ❒ White and Asian ❒  Any other mixed/multiple ethnic background, please write in:  ***Other ethnic group***  Arab ❒ Other ethnic group, please write in:  ***White***  British ❒ English ❒ Welsh ❒ Scottish ❒ Northern Irish ❒ Irish ❒  Gypsy or Irish Traveller ❒ Any other white background, please write in:  ***Prefer not to say*** ❒ |

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| **ADVERTISING**  Please tell us how you heard about this vacancy: | | | |
| Cambridge News (Newspaper) |  | College website |  |
| Cambridge News (on-line) |  | jobs@cam.ac.uk |  |
| Cambridge University Careers Service |  | Jobs.ac.uk |  |
| Other (please specify) |  |  | |