# Equal Opportunities Monitoring

It is a requirement of the Public Sector Equality Duty in Wales that we must collect employment information including information on recruitment on the protected characteristics: sex, age, disability, marriage and civil partnership, race, sexual orientation, religion or belief (this includes a lack of belief), pregnancy and maternity and gender reassignment. The information will enable us to monitor the success rate of applicants in relation to each characteristic. The disclosure or non-disclosure of any of the aforementioned characteristics will remain confidential and will not disadvantage applicants during the selection process and/or the duration of their employment.

| **What is your date of birth?** |
| --- |
| DD / MM / YYYY |

| **What is your sex?** | | | |
| --- | --- | --- | --- |
| ☐ | Male |  | Female |
|  | Prefer not to say |  | Other |

| **Does your gender identity match your sex as registered at birth?** | | | |
| --- | --- | --- | --- |
|  | Yes |  | No |
|  | Prefer not to say |  | Other |

| **What is your sexual orientation?** | | | |
| --- | --- | --- | --- |
|  | Bi |  | Heterosexual / Straight |
|  | Gay man |  | Gay woman/lesbian |
|  | Prefer not to say |  | Other |

| **What is your religious belief?** | | | |
| --- | --- | --- | --- |
|  | No religion |  | Muslim |
|  | Buddhist |  | Sikh |
|  | Christian |  | Spiritual |
|  | Hindu |  | Any other religion or belief |
|  | Jewish |  | Prefer not to say |

|  | **Do you consider yourself to have a disability, impairment, health condition or learning difference?** | | |
| --- | --- | --- | --- |
|  | No known disability |  | Two or more impairments and/or disabling medical conditions |
|  | A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D |  | General learning disability (such as Down's syndrome) |
|  | A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder |  | A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy |
|  | A mental health condition, such as depression, schizophrenia or anxiety disorder |  | A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches |
|  | Deaf or serious hearing impairment |  | Blind or a serious visual impairment uncorrected by glasses |
|  | A disability, impairment or medical condition that is not listed above |  | Prefer not to say |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **What is your ethnic group?** | | |
|  | Arab |  | Gypsy or Traveller |
|  | Asian or Asian British – Bangladeshi |  | Mixed - White and Asian |
|  | Asian or Asian British – Indian |  | Mixed - White and Black African |
|  | Asian or Asian British – Pakistani |  | Mixed - White and Black Caribbean |
|  | Asian background – Other |  | White |
|  | Black or Black British - African |  | Other mixed background |
|  | Black or Black British – Caribbean |  | Other ethnic background |
|  | Black background – Other |  | Not known |
|  | Chinese |  | Prefer not to say |

| **What is your country of legal nationality (according to your passport)?** |
| --- |
| Click or tap here to enter text. |

|  | **What is your national identity?**  *National identity is different from both ethnicity and nationality and could be based on many things including culture, language, ancestry or family history. National identity reflects how you choose to classify yourself.* | | |
| --- | --- | --- | --- |
|  | British |  | English |
|  | Irish |  | Scottish |
|  | Welsh |  | Other |
|  | Prefer not to say |  |  |

|  | **Are you currently?** | | |
| --- | --- | --- | --- |
|  | Married |  | Civil partnership |
|  | Single |  | Divorced |
|  | Co-habiting |  | Separated |
|  | Widowed |  | Other |
|  | Prefer not to say |  |  |

| **Are you currently pregnant or have you been pregnant in the last year?** | | | |
| --- | --- | --- | --- |
|  | Yes |  | No |
|  | Prefer not to say |  |  |

| **Have you taken any of the following types of parental related leave during the last year?** | | | |
| --- | --- | --- | --- |
|  | No parental leave taken |  | Maternity leave |
|  | Additional paternity leave (more than 2 weeks) |  | Adoption leave |
|  | Prefer not to say |  |  |

Welsh Language Scheme

Under The Welsh Language Standards (No. 6) Regulations 2017, the University is required to assess and monitor employees’ Welsh language skills in order to ensure that we have a sufficient and appropriate number to enable us to deliver our services through the medium of Welsh. We will use this information to provide annual reports to the Welsh Language Commissioner.

| **Can you…** |
| --- |
| **…speak Welsh?** |
| Not at all  A little  Fairly well  Fluently  Prefer not to say |
| **…write in Welsh?** |
| Not at all  A little  Fairly well  Fluently  Prefer not to say |
| **…read Welsh?** |
| Not at all  A little  Fairly well  Fluently  Prefer not to say |
| **…understand Welsh?** |
| Not at all  A little  Fairly well  Fluently  Prefer not to say |

**Thank you for completing this questionnaire.**

Your answers will remain confidential and will not be part of the selection process.

If you have any queries or would like further information on equal opportunities monitoring at Swansea University please contact the Equality team at [equalopportunities@swansea.ac.uk](mailto:equalopportunities@swansea.ac.uk).