

## Equal Opportunities Monitoring (Optional)

In line with UK legislation and good practice guidelines, we are asking everyone to complete this section. You are not obliged to provide any of the information in this section, but if you do so, it will enable us to monitor our business processes and ensure that we provide equality of opportunity to all.

### Gender

- Female
- Male

Nationality.....

First language.....

**Do you have a disability** under the terms of the Disability Discrimination Act 1995 (a person with a physical or mental impairment that affects your ability to carry out normal day to day activities which are substantial, adverse and long term)?

- Yes
- No

### What is your sexual orientation?

- Bisexual
- Heterosexual
- Homosexual

### What is your religion or belief?

- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Other religion/belief

Indicate a more specific category here:

### Ethnicity

Choose one selection from the list below to indicate your cultural background.

#### a) White

- British
- Irish
- Any other white background

#### b) Mixed

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed background

#### c) Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Any other Asian background

#### d) Black or Black British

- Caribbean
- African
- Any other black background

#### e) Chinese or other ethnic group

- Chinese
- Any other background

Indicate a more specific category here:

*This information will be recorded electronically with your other data in accordance with the Data Protection Act 1998, but used only for monitoring our business practices.*

## **Equal Opportunities**

### **Guide for Candidates**

The Royal College of Surgeons of England aims to ensure fair and equitable treatment in relation to admission and assessment of examination candidates. The College aims to assess candidates on the basis of merit, competency and potential, regardless of gender, colour, ethnic or national origin, race, disability, age, socio-economic background, religious or political beliefs, family circumstances, marital status, sexual orientation or other irrelevant distinction.

To achieve this, the College has implemented the following strategies:

- Formal mechanism for training examiners;
- Improved equal opportunities awareness for departmental staff with regard to examinations practice and customer service;
- Monitoring admissions and examination results in relation to changes in the candidate population profile;
- Independent monitoring of modes of assessment and examiner behaviour;
- A review of results and appeals procedure;
- Review of policies and practices for fairness and relevance;
- Special arrangements policy for candidates with disabilities and/or other specific requirements;
- Policy for consideration of candidates' exceptional circumstances.

The College will not accept behaviour from staff, members, examiners or candidates which constitutes sexual or racial harassment, or which results in unlawful discrimination on any grounds.

The College adheres to the provision for the protection of the rights of the individual within the following legislation:

The Sex Discrimination Acts 1976 and 1986  
The Disability Discrimination Act 1995  
The Race Relations Act 1976  
The Human Rights Act 1998

The College maintains the right to discriminate lawfully in the interests of the surgical/dental profession, and this policy encompasses any regulations applied by relevant statutory or regulatory bodies such as the GMC and GDC.

Please contact us for information about:

- Procedures for the examination of candidates with disabilities and/or other specific requirements
- Procedures for the examination of candidates with mitigating circumstances
- Procedure for appeals and reviews of results

**IT IS THE RESPONSIBILITY OF THE CANDIDATE TO NOTIFY THE EXAMINATIONS DEPARTMENT IN ADVANCE OF ANY SPECIAL REQUIREMENTS**

The Royal College of Surgeons of England