|  |
| --- |
| Text  Description automatically generated with low confidence |

Equality and Diversity Monitoring Form

**STRICTLY PRIVATE AND CONFIDENTIAL**

1 High Pavement wishes to ensure that we are able to recruit, develop and retain the most talented barristers, pupils and staff to our chambers. We value diversity of backgrounds, skills and experiences, and actively promote an inclusive culture where all our members and staff are able to flourish. As part of meeting our commitments to equality and diversity, our chambers collects and analyses statistical information on all those whom apply for positions here. This enables us to ensure that we continue to attract and select our pupils and members solely on the basis of talent and their potential to succeed.

The information that you are asked to provide on this form will be treated in the strictest confidence by chambers’ diversity and equality officer. The information requested covers those areas referred to in the BSB’s Equality Rules and Guidance. It will be held confidentially by the diversity and equality officer in accordance with our GDPR policies and will be used solely for statistical monitoring purposes in line with the Bar Council Monitoring Toolkit 2015. The data collected will not be used in the selection process. It will not be released to anyone in a way that might identify any individual.

The ethnic origin categories are those that are used in the BSB Fair Recruitment Guide 2015 and are recommended by the Bar Council. You are not obliged to answer all or any of the questions but in providing this information you will help us to ensure that our recruitment is fair and objective for all.

Please answer each question in turn by choosing one option only, unless otherwise indicated. If you do not wish to answer the question please choose the option “Prefer not to say” rather than leaving the question blank.

**Age**

From the list of age bands below, please indicate the category that includes your current age in years:

|  |  |
| --- | --- |
| 16 - 24 |  |
| 25 - 34 |  |
| 35 - 44 |  |
| 45 - 54 |  |
| 55 - 64 |  |
| 65+ |  |
| Prefer not to say |  |

**Sex**

What is your sex?

|  |  |
| --- | --- |
| Male |  |
| Female |  |
| Prefer not to say |  |

**Gender Identity**

This following question is designed to gather trans data i.e. whether your gender identity and/or gender expression differs from your birth sex. A trans person may or may not seek to undergo gender reassignment hormonal treatment/surgery.

Is your gender identity the same as the sex that you were assigned at birth? If no please enter gender identity.

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

**Disability**

The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person’s ability to carry out normal day-to-day activities.

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

|  |  |
| --- | --- |
| Yes, limited a lot |  |
| Yes, limited a little |  |
| No |  |
| Prefer not to say |  |

**Ethnic group**

What is your ethnic group?

Asian / Asian British

|  |  |
| --- | --- |
| Bangladeshi |  |
| Chinese |  |
| Indian |  |
| Pakistani |  |
| Any other Asian background (write in): |  |

Black / African / Caribbean / Black British

|  |  |
| --- | --- |
| African |  |
| Caribbean |  |
| Any other Black / Caribbean / Black British (write in): |  |

Mixed / multiple ethnic groups

|  |  |
| --- | --- |
| White and Asian |  |
| White and Black African |  |
| White and Black Caribbean |  |
| White and Chinese |  |
| Any other Mixed / multiple ethnic background (write in): |  |

|  |  |
| --- | --- |
| British / English / Welsh / Northern Irish / Scottish |  |
| Irish |  |
| Gypsy or Irish Traveler |  |
| Any other White background (write in) |  |

White

Other ethnic group

|  |  |
| --- | --- |
| Arab |  |
| Any other ethnic group (write in): |  |

Prefer not to say

|  |  |
| --- | --- |
| Prefer not to say |  |

**Religion or belief**

What is your religion or belief?

|  |  |
| --- | --- |
| No religion or belief |  |
| Buddhist |  |
| Christian (all denominations) |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| Any other religion (write in) |  |
| Prefer not to say |  |

**Sexual orientation**

What is your sexual orientation?

|  |  |
| --- | --- |
| Bisexual |  |
| Gay man |  |
| Gay woman/lesbian |  |
| Heterosexual/straight |  |
| Other |  |
| Prefer not to say |  |

**Socio-economic background**

(a) If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Did not attend University |  |
| Prefer not to say |  |

(b) Did you mainly attend a state or fee-paying school between the ages 11 – 18?

|  |  |
| --- | --- |
| UK State School |  |
| UK Independent/Fee-paying School |  |
| Attended school outside the UK |  |
| Prefer not to say |  |

**Caring responsibilities**

1. Are you a primary carer for a child or children under 18?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

(b) Do you look after, or give any help or support to family members, friends, neighbours or others because of either:

- Long-term physical or mental ill-health / disability

- Problems related to old age?

(Do not count anything you do as part of your paid employment)

|  |  |
| --- | --- |
| No |  |
| Yes, 1 - 19 hours a week |  |
| Yes, 20 - 49 hours a week |  |
| Yes, 50 or more hours a week |  |
| Prefer not to say |  |

Thank you for completing this questionnaire