

**STRICTLY PRIVATE AND CONFIDENTIAL**

**MOUNTFORD CHAMBERS DIVERSITY DATA QUESTIONNAIRE**

MountfordChambers wishes to ensure that we can recruit, develop, and retain the most talented barristers, pupils, and staff to our chambers. We value the diversity of backgrounds, skills and experiences found in our chambers, 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 collect and analyses statistical information on all those that 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 in the section below will be treated in the strictest confidence. The information requested covers those areas covered in the BSB’s Equality Rules and Guidance. It will be held confidentially by Chambers in line with our Data Protection and Privacy Policy, and will be used solely for statistical monitoring purposes.

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 a particular 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 | [ ]  |

**Gender**

What is your gender?

|  |  |
| --- | --- |
|  |  |
| Male | [ ]  |
| Female | [ ]  |
| Other | [ ]  |
| Prefer not to say | [ ]  |

**Gender identify**

The 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?

|  |  |
| --- | --- |
|  |  |
| 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?

Mixed/multiple ethnic groups

|  |  |
| --- | --- |
|  |  |
| White and Asian | [ ]  |
| White and Black African | [ ]  |
| White and Chinese | [ ]  |
| Any other mixed/multiple ethnic background | [ ]  |

Asian/Asian British

|  |  |
| --- | --- |
|  |  |
| Bangladeshi | [ ]  |
| Chinese | [ ]  |
| Indian | [ ]  |
| Pakistani | [ ]  |
| Any other Asian background | [ ]  |

Black /African / Caribbean/ Black British

|  |  |
| --- | --- |
|  |  |
| African | [ ]  |
| Caribbean | [ ]  |
| Indian | [ ]  |
| Any other Black / Caribbean / Black British | [ ]  |

White

|  |  |
| --- | --- |
|  |  |
| British / English / Welsh / Northern Irish / Scottish | [ ]  |
| Irish | [ ]  |
| Gypsy or Irish Traveller | [ ]  |
| Any other White background | [ ]  |

Other ethnic group

|  |  |
| --- | --- |
|  |  |
| Arab | [ ]  |
| Any other ethnic group | [ ]  |
| 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 | [ ]  |
| 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**

(a) 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 hours or more a week | [ ]  |
| Prefer not to say | [ ]  |

Thank you for completing this questionnaire.