Strictly Private and Confidential

Hardwicke Diversity Monitoring Questionnaire

To assist us with our commitment to diversity monitoring, we would be grateful if you would complete the following questionnaire and Return it to us.

It is ***not*** part of the application form. The information on it or the fact that one has been completed will ***not*** be passed to any person involved in the selection process and has ***no*** impact on the assessment of your application at any stage.

If you choose to provide information it will be treated in the strictest of confidence. By providing the information, you consent to the use and publication of anonymised statistics for the purposes of diversity monitoring of our selection processes.

The monitoring questionnaires are separated from the application forms on receipt and retained by our Equality and Diversity Officers. ***After*** the selection process for the role is complete, those members responsible for diversity monitoring are supplied with the monitoring questionnaires. The data is then reviewed, and a report produced based on anonymised statistics. The monitoring forms and all raw data are then securely destroyed.

This monitoring process assists Hardwicke in its policy of recruiting, developing and retaining 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 our members and staff are able to flourish. We want to continue to attract and select people on the basis of talent and their potential to succeed.

The information requested covers those areas encompassed in the BSB’s Equality Rules and Guidance. 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.

Position applied for:

Please enter details

**Q1. Please select a box below to indicate whether you are:**

|  |  |  |  |
| --- | --- | --- | --- |
| Male | [ ]  | Transgender male | [ ]  |
| Female | [ ]  | Transgender female | [ ]  |
| Nonbinary | [ ]  | Prefer not to say | [ ]  |

**Q2. From the list of age bands below please select a box to indicate the category that includes your current age in years:**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  |  |  |
| Under 16 | [ ]  | 16 - 19 | [ ]  |
|  |  |  |  |
| 20 - 24 | [ ]  | 25 - 34 | [ ]  |
| 35 – 44 | [ ]  | 45 - 54 | [ ]  |
| 55 - 64 | [ ]  | 65 + | [ ]  |
| Prefer not to say | [ ]  |

**Q3. What is your ethnic group? Choose one of the groups below to indicate your ethnic group (please select one box only):**

**Mixed/Multiple ethnic groups**

|  |  |
| --- | --- |
| Mixed/Multiple ethnic groups - White and Asian  | [ ]  |
| Mixed/Multiple ethnic groups - White and Black African | [ ]  |
| Mixed/Multiple ethnic groups - White and Black Caribbean | [ ]  |
| * Mixed/Multiple ethnic groups - White and Chinese
 | [ ]  |
| * Mixed/Multiple ethnic groups - Any other mixed/multiple ethnic background
* (please tick here and write in below)
 | [ ]  |

**Asian/Asian British**

|  |  |
| --- | --- |
| Asian / Asian British - Bangladeshi  | [ ]  |
| Asian / Asian British - Chinese  | [ ]  |
| * Asian / Asian British - Indian
 | [ ]  |
| * Asian / Asian British – Pakistani
 | [ ]  |
| * Asian / Asian British - Any other Asian background
* (please tick here and write in below)
 | [ ]  |

**Black / African / Caribbean / Black British**

|  |  |
| --- | --- |
| * Black / African / Caribbean / Black British - African
 | [ ]  |
| Black / African / Caribbean / Black British - African British  | [ ]  |
| Black / African / Caribbean / Black British - Caribbean | [ ]  |
| Black / African / Caribbean / Black British - Caribbean British | [ ]  |
| * Black / African / Caribbean / Black British - Black or Black British
 | [ ]  |
| * Black / African / Caribbean / Black British - Any other Black / Caribbean / Black British (please tick here and write in below)
 | [ ]  |
|  |  |

**White**

|  |  |
| --- | --- |
| White - British / English / Welsh / Northern Irish / Scottish  | [ ]  |
| White - Irish  | [ ]  |
| White - Gypsy or Irish Traveller  | [ ]  |
| * White - Any other White background
* (please tick here and write in below)
 | [ ]  |
|  |  |

**Other ethnic group**

|  |  |
| --- | --- |
| Other ethnic group - Arab  | [ ]  |
| * Other ethnic group - Any other ethnic group (please tick here and write in below)
 | [ ]  |
| * Mixed/multiple ethnic groups - Any other mixed/multiple ethnic background Asian / Asian British - Any other Asian background Black / African / Caribbean / Black British - Any other Black / Caribbean / Black British White - Any other White background Other ethnic group - Any other ethnic group - Please specify:
 |
| Enter text. |
|  |
| Prefer not to say | [ ]  |
|  |

**Q4. Do you consider yourself to have a disability according to the definition in the Equality Act? 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**.

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

If you would like to discuss any reasonable adjustments to the recruitment process please contact Linda McGivern at Hardwicke on 020 7242 2523. Linda is a member of staff outside of the selection process, and any information supplied by you to her will not be used in the selection process.

**Q5. What is your sexual orientation?**

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

**Q6. What is your religion or belief?**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  |  |  |
| Agnostic | [ ]  | Atheist | [ ]  |
|  |  |  |  |
| No religion or belief | [ ]  | Buddhist | [ ]  |
| Christian (all denominations) | [ ]  | Hindu | [ ]  |
| Jewish | [ ]  | Muslim | [ ]  |
| Sikh | [ ]  | Prefer not to say | [ ]  |
|

|  |  |
| --- | --- |
| Any other religion  | [ ]  |

 | [ ]  | Enter text. |

**Q7. What is your socio-economic background?**

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

|  |  |  |  |
| --- | --- | --- | --- |
| Yes I was part of the first generation to attend University  | [ ]  | I did not attend university | [ ]  |
| No I was not part of the first generation to attend University  | [ ]  | Prefer not to say | [ ]  |
|  |  |  |  |
| 1. **Please also indicate the University attended whether you are part of the first generation or not.**
 |
|

|  |  |  |  |
| --- | --- | --- | --- |
| I attended Oxbridge  | [ ]  | * I attended a Russell Group University (e.g. Birmingham / Bristol / Edinburgh / Glasgow / Leeds / Liverpool / Manchester / Nottingham / Sheffield / Southampton / Warwick / Newcastle / Cardiff / Imperial / LSE / King's / UCL / Queen's University Belfast)
 | [ ]  |
| * I attended a 1994 Group University (Bath/East Anglia/Essex/Lancaster/Leicester/Loughborough/Reading/St Andrews/Surrey/Sussex/Goldsmiths/Royal Holloway/SOAS)
 | [ ]  | I attended another University | [ ]  |
| I attended the Open University | [ ]  | I did not attend University | [ ]  |
| Prefer not to say | [ ]  |  |  |

 |
|  |  |  |  |
|  |  |  |  |

1. **Did you mainly attend a state or fee paying school between the ages of 11-18?**

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

1. **If you attended a fee paying school, did you ever receive any kind of financial reward to cover 50% or more of the school fees?**

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

**Q8. Do you have caring responsibilities?**

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

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

1. **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**

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

|  |  |  |  |
| --- | --- | --- | --- |
| No | [ ]  | Yes, 1 – 19 hours a week | [ ]  |
| Yes, 20 – 49 hours a week | [ ]  | Prefer not to say | [ ]  |